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Engineers' Salaries: Special Industry Report 1991

Engineering Manpower Commission
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ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT

1991

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION
of the
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

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The American Association of Engineering Societies (AAES) is a multidisciplinary organization dedicated to advancing the knowledge, understanding and practice of engineering in the public interest. Its members represent the mainstream of U.S. engineering--over half a million engineers in industry, government, and education.

Through its councils, commissions and committees, AAES addresses questions relating to the engineering profession; assesses public policy issues affecting engineering, technological innovation and national goals; conducts surveys of engineering personnel; represents the U.S. engineering community internationally in such bodies as the World Federation of Engineering Organizations and the Pan American Union of Engineering Associations; undertakes special projects such as national inventors' workshops and major studies of the utilization of American engineers; issues statistical studies of the engineering workforce, present and future; and publishes reference works such as *Who's Who in Engineering* and the *Thesaurus of Engineering and Scientific Terms.*

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The Engineering Manpower Commission (EMC) has been a source of objective, timely data on questions relating to the supply and demand for technological personnel since its organization in 1950. As an AAES Commission, EMC is composed of volunteers from professional engineering societies, academia, government, and industry, supported by a professional staff headed by AAES' Director of Manpower Studies.

EMC conducts annual surveys of industry and schools of engineering, monitors trends in the supply of and demand for engineers, and produces annual reports on engineering enrollments, degrees, and salaries. In addition to its statistical studies, EMC also produces the *Engineering Manpower Bulletin,* which assesses trends in the engineering workforce including participation in the profession by women and ethnic minorities.

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The Engineering Manpower Commission wishes to express its grateful appreciation for the cooperation of the hundreds of organizations that provided the data on which this report is based.

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ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT, 1991

INTRODUCTION

This is the 25th Engineering Manpower Commission survey of the compensation of engineers in the United States. As in our previous salary studies, the data were gathered from employers, who submitted summaries of the base compensation of their engineers, classified by levels of experience, supervisory responsibility, and academic preparation. By classifying the participating organizations, the survey also provides comparisons of salaries among differing industrial sectors, geographic regions, and sizes of employers.

EMC salary surveys do not provide data on variations among the various engineering disciplines, such as differences in median pay among civil, electrical, and mechanical engineers. Obtaining these details would raise the burden that the survey places on its participants to unacceptable levels. It would also raise complex problems of classification, because the labels that are applied to engineering education programs do not always accurately describe the graduates' subsequent work. Where a degree of correspondence exists between particular engineering disciplines and employment sectors, EMC's data can provide some clues about the salaries that may be associated with different kinds of engineering training. For example, although this report does not report salaries for chemical engineers per se, it does report salaries paid to engineers of all kinds by the chemicals industry. But for disciplines like mechanical engineering (whose graduates may be found in virtually every sort of technical workplace), or for a sector like the federal government (which hires all types of engineers), these linkages between training and subsequent employment do not apply.

The data reflect base salaries as of February 1, 1991. Responding organizations were instructed to exclude all irregular forms of compensation, such as one-time bonuses, overtime payments, stock options, etc. (however, since 1989 EMC has collected information on the *proportion* of engineers who receive special incentive compensation; see below). Data were requested for all full-time engineering graduates, including those in nontechnical or managerial positions (some employers advised EMC, as they have in the past, that top management personnel with engineering backgrounds were not included in their responses). Occasionally, data were also provided for non-graduates classed by their employers as fully qualified engineers; such cases, which are infrequent, were treated as equivalent to engineers with B.S. degrees.

Salaries are presented in the form of statistical tabulations, with details for upper and lower deciles, upper and lower quartiles, medians, and means (all of these terms are explicitly defined below). These data are spread across 18 levels of experience, based on the number of years since attainment of the bachelor's degree (age is used to estimate experience in cases where data on the year of graduation is not available). In addition, summaries of these statistics across all levels of experience are included. Both raw salary statistics and smoothed-curve estimates across the experience levels are reported. Graphed maturity curves based on the smoothed results are provided for all tabulations except those dealing only with details for engineers with particular kinds of degrees (bachelor's, master's or doctorate).

As in other recent years, production of EMC's salary surveys has been considerably accelerated to enable issuing these reports by July of the applicable year, enhancing their value for compensation planning and other purposes. Despite the fact that participants have less time than before to complete their responses to the survey, the project is growing. The number of engineers in industry represented by the data grew from 115,606 in 1990 to 130,427 in 1991. The number of participating organizations declined slightly, from 301 to 284 (employers who supplied multiple responses for single operations spread over many separate geographic locations are counted only once in this enumeration). A new "Transportation Equipment" summary sector was formed which include aerospace, automotive, and shipbuilding industries; EMC's traditional aerospace sector is retained as a subgroup within this broader category. Also, a new reporting subgroup for environmental consulting and services organizations was formed, within the broader consulting and engineering services sector.

Further refinements in EMC's curve-smoothing methods are incorporated into this year's survey. The principal change is the adoption of "anchor points," in which all curves for a sector are computed using the zero-year values (salaries for those with less than one year of post-baccalaureate experience) of the base salaries for non-supervisory engineers with B.S. degrees (see below for additional details on this procedure). This modification "anchors" curves to this starting pay statistic. We believe that this improves the fit of the smoothed curves to actual compensation practices, especially for data sets like those for supervisors or holders of advanced degrees. Readers who track these statistics over time should be aware that this technical change will lower the early-year values of our salary estimates.

The Engineering Manpower Commission has been engaged in studies of engineering compensation for 38 years. EMC's salary reports began in 1953 with *Professional Income of Engineers,* which continues today as an abridged version of this report (it does not show details for those with B.S., M.S., or Ph.D degrees). The *Special Industry Report* began to appear in 1966. Originally, EMC's salary surveys were done every three years, then every two years; beginning in 1980, they began to be issued annually. EMC also conducts biennial surveys of the compensation of engineering educators; such a study was done in 1990 *(Salaries of Engineers in Education).* In addition to these detailed statistical volumes, a summary of the results of this survey, with special data on trends over time, is available in "Engineering Salaries, 1991," issue number 111 (July, 1991) of the *Engineering Manpower Bulletin.* On request, EMC also provides custom tabulations of its salary data base, such as frequency distributions of the data across salary brackets or reports on other groupings of the participating organizations. For prices and information on orders, see the inside back cover of this report.

The goal of EMC's salary studies is to determine current levels of compensation for engineers and to report on trends over time. EMC does not evaluate individual salary situations, nor does it advise employers on rates that should be paid for specific positions. Indeed, our own data demonstrate that for any specific combination of employment sector, supervisory responsibilities, education, and experience, variations between the top and bottom salaries reported for the position (as measured by high and low deciles) are likely to be as great as the distinctions introduced by differences in any of the other factors. In short, variations in engineering pay within specific matched positions can be as large as variations between positions, even when the latter distinctions entail substantial differences in employment sectors, education, responsibility, or experience. On the whole, individual salaries are influenced by many considerations, including the economic conditions of particular industries and firms, and the skill, performance, and negotiating ability of particular people.

SURVEY METHODOLOGY

Questionnaires were mailed in January, 1991 to EMC's national list of engineering employers. This listing is updated every year, using *Peterson's Guide to Engineering, Science, and Computer Jobs* (Princeton: Peterson's Guides, published annually), industry and trade directories, employment notices, and the Engineering Manpower Commission's internal records of participants in past surveys.

Copies of the survey instruments are provided in the appendices to this report. Usage of EMC's traditional matrix-style survey forms has declined greatly. Most smaller organizations—those with 50 or fewer engineers—now use our alternative "short form" questionnaires, first introduced in 1987, which provide a more convenient way to report their data. Most larger organizations are now providing their information in the form of simple ASCII text files on floppy disks. Since 1987 when EMC first experimented with this form of response, its use has steadily increased; in 1991, information on 65,597 engineers was provided in machine-readable form. We will continue to urge participants, especially the largest ones, to submit their responses this way, as it substantially reduces labor burdens for both the respondents and ourselves, and it helps reduce the effort needed to correct errors from EMC's data entry. We will continue to provide the older matrix-style forms as an alternative for our respondents, however, as long as significant numbers of participants make use of them.

As noted earlier, responses to the survey representing 130,427 engineers were obtained from 284 private sector organizations. In addition, EMC also obtained data on the salaries of 8,456 engineers employed by 33 agencies of federal, state or local governments (salaries for the government engineers are reported separately in *Professional Income of Engineers*). Further processing of the data included these steps:

1. Preliminary tabulations were run to confirm manual counts of the number of responding organizations and the number of engineers represented by the data for each company and industrial sector. Data provided by participants are reviewed to see if implausibly large numbers of engineers have been reported as inexperienced and highly paid, or very experienced and poorly paid, which could be a sign of errors on the respondent's part in compiling the information. Such problems are rare.

2. Participants were assigned to sectors on the basis of their responses to an item on the survey forms that asked each organization to indicate how it should be classified. Many participants were classed in two or more sectors (see the appended list of responding organizations for details). Final sectoral groups were formed only if at least five responding organizations and at least 200 engineers were represented. Participants who did not fall into a conventional industry category, or whose preferred sectors could not be formed, were grouped into three residual categories: other durable goods manufacturers, other nondurable goods manufacturers, and other non-manufac-

turers. See the table "Distribution of Responses, 1990" below, for a list of the final sectors. In addition, the organizations included in each sector are identified in the appendices.

3. Within sectors, no one responding organization was permitted to account for more than one-half (50 percent) of the data points—number of engineering salaries—reported for the sector. Weighting was used to carry out these adjustments, which have the effect of limiting the influence of any single organization on the results of the survey. In most cases, the actual effects of these adjustments were negligible, because weighted organizations only rarely vary greatly from others in the same sector in their salary practices.

4. Within sectors, further divisions of the data to isolate such subgroups as supervisors, engineers with master's degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard. In such cases, no salary statistics were generated.

5. Across sectors, in estimates of combined-industry salaries for such groups as electric and gas utilities, all manufacturers, etc., the data were weighted again to bring the sector-by-sector distribution of engineers into line with the actual distribution of engineers in the work force. As in other EMC salary surveys, the basis for this second set of weights is the U.S. Bureau of Labor Statistics' industry-occupation matrix. The matrix is a computer-based model maintained by the Office of Economic Growth at BLS, and accounted for some 1.4 million employed engineers as of 1988 (the current version; a new edition of the matrix is scheduled to be issued in the Fall of 1991, using 1990 as the baseline year). The table, below, on the distribution of responses in 1991 includes the BLS data for the numbers of engineers in the several sectors. Also, weights for the "All Industries" summary are reported. It is apparent that EMC's data base, which is not a random sample, roughly parallels the actual engineering labor force in its distribution among the major types of industries. The unweighted data tend to overrepresent the chemical and utility sectors, and to underrepresent the non-electric machinery sector; weights reduce these biases as well as a number of less prominent differences between EMC's data base and the distribution of engineers, as estimated by BLS, in the U.S. industrial economy.

6. The raw medians, quartiles and other percentiles were developed by straight-line interpolation within salary brackets, rounded to the nearest $50. The median, or 50th percentile, provides an illustration. The median for any ranked distribution is that value that divides the data in half, with 50 percent of the cases above it and 50 percent below. For example, if there are 249 engineers with a given level of experience in a sector, the median salary for this level of experience is the value of the 125th data point. EMC's data are grouped into salary brackets, so calculation requires one to determine which group of salaries contains this median point. Interpolation then yields the final raw result; continuing the example, if the 125th point happens to be the 20th case in the $36,000-$37,999 bracket, and if there are 39 cases in this bracket, then the median value is $37,000. Calculation of the deciles and quartiles is similar, except that in those cases the statistics cut the data into quarters or tenths.

7. Statistics for deciles, quartiles, medians, and means were not computed if the number of data points for those with a given level of experience (years since obtaining the B.S. degree) was either ten or less, or less than one percent of all the cases in the data set; if the data were for supervisors with less than four years of experience; if the data were for engineers with master's degrees and less than two years' experience; or if the data were for engineers with doctoral degrees and less than five years' experience.

NEW DEVELOPMENTS IN CURVE SMOOTHING

As in the past, EMC's final salary statistics were generated from raw results using four-parameter smooth curves computed by the least squares method. Raw statistics were converted, using data across all levels of experience, into curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus the number of years since the first degree). The computational algorithm yields values for the parameters a, b, c and z which minimize the sum of the squares of the differences between the raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Transformed values are used to improve the precision of the computation.

This approach to curve smoothing was adapted by Richard C. Fremon (a former chairman of the Commission and presently an emeritus member) from similar routines he developed for salary curve smoothing at AT&T's Bell Laboratories in the 1960's, and has been used by EMC since 1967. In programming the routines for EMC's computing systems, new wrinkles have been added. Improved handling of values used for beginning and ending salary brackets—in 1991, for salaries of more than $125,000 or less than $22,000 per annum—eliminated difficulties experienced in the past when top salaries for some of the most highly paid engineers, such as senior supervisors in the petroleum industry, tended to be artificially depressed. Also, graphing routines were adjusted so that plotted curves accurately reflect the actual value assumed for the top experience bracket (39 years).

A more fundamental adjustment has been EMC's increasing allowance for the fact that more than one "minimal" sum of squares can be computed for most of these salary data, depending on what values are assumed at the beginning of the process. EMC's traditional program iterated the computations until the sum of the squared differences began to rise; at that point the process ended and the previous results became our published values. In some distributions of the data (for example, when the statistics were dominated by a pair of companies with very dissimilar salary scales) this approach could yield unsatisfactory results. In the more common curve smoothing exercises employed by many corporations to examine compensation practices, such problems can be handled through trial-and-error tests until a satisfactory outcome is reached. That sort of solution is less feasible for EMC, both because of the volume of curves the project generates, and because highly consistent methods are needed to provide a degree of comparability among different results in any one year, as well as among results over time, from one year to the next.

To provide improved results while still adhering to predictable methods, the curve-smoothing program was adjusted in 1987 to test the value of the exponent z, which had been set to begin at 1.0, incrementing until the sums of squares no longer diminished (increments of both 0.1 and 0.2 have been tried; we currently use 0.2 as no improvements can be observed using the smaller and more time-consuming value). When this process was completed for any given set of data, z was inspected to determine if it had only reached a relatively small value (2.0 out of a possible top value, set arbitrarily, of 15.0). If not, the process was automatically restarted, running a second time after re-initializing z to the higher starting value of 2.0.

This change resulted, in almost every case, in the generation of a *pair* of curves—which is to say that EMC's original approach almost always yielded a solution before z had reached a very large value. Restarting the procedure provided a second possible solution and a second set of smooth curves, which were then compared with the original set to choose the one with the best fit to theory (e.g., that salaries should increase most rapidly in early years and flatten with greater experience), as well as a good fit to the original data (that is, the curves should not grossly distort the raw results). The final curves were selected by choosing the version that came closest to the raw data for the starting (less than one year), ten, and 25-year experience brackets (in some cases, adjacent brackets were used to compare the pair of curves, because of obvious sampling problems in the raw data). EMC also computed curves with even higher (up to 5.0) initialization values of z, for a few cases where continuation of this iterative process resulted in more satisfactory outcomes. By 1990, over 95 percent of the curves depicted in these reports were derived by iterations that were initialized at z = 2.0, and many of the remaining curves were initialized at still higher values.

Note that these procedures only limited the starting points for the curve-smoothing computations; the actual results were generated by whatever value z had reached before the sum of squares began to increase, a value that varied from one curve to the next. In practice, the following outcomes were observed. EMC's traditional (pre-1987) curves, which did not provide for the use of starting values of z that were greater than 1.0 and which usually resulted from iterations that ended before z had reached a value of 2.0, tended to be "peaky" (although the peaks could occur outside the visible portion of a graph, so that some curves appeared as virtually straight lines). Often these curves did not seem to move down enough at the early (beginning) salary levels. The alternative curves, which were computed using higher starting values for z, behaved differently. Usually they conformed more closely to the raw statistics for salaries of new engineers, at least when data were not limited to those with advanced degrees or supervisory responsibilities. These curves flattened out when they reached the higher experience brackets; in most cases, this also improved the fit of the curves to the raw data.

In 1987 EMC also began to present raw salary results as well as the smooth-curve estimates, doubling the amount of information provided by these surveys and enabling more sophisticated interpretations of the statistics. This change has allowed EMC to make distinctions between *factual outcomes for the companies participating in a survey,* which is what the raw statistics are, and *best estimates of the underlying general trends.*

The Commission was still not satisfied with its curve-smoothing methods; least-squares computations entail a number of logical and mathematical difficulties when applied to data on compensation. In particular, the computations are very sensitive to variations in the distribution of a set of engineers across experience brackets, and the curves for supervisors or engineers with M.S. or Ph.D degrees tend to overestimate rates of compensation for the more recent entrants to the profession.

For 1991, another series of adjustments has been made to deal with these remaining issues. First, since over 95 percent of our maturity curves are now generated with the higher initialization value of z, we have dropped the routine generation of two possible results (pairs of curves). Instead, we have adopted a standard default initialization value of 2.0. This permits significant reductions in the time required to do the computational phase of the project. The results are still inspected for suitability, and alternative initialization values are employed on as as-needed basis. Second, the actual values of z that apply to each finished smoothed maturity curve are now captured and displayed as part of the statistics. Note again that these are *final values,* not the *initialization values* discussed above.

Third, to treat the problem of exaggerated compensation estimates for the less experienced people in curves that deal with supervisors or engineers with advanced degrees, we have adopted the use of anchor points. In our implementation of this concept, raw salary values are saved for engineers with the least post-baccalaureate experience: non-supervisors who have graduated within the past twelve months with only a B.S. degree. For curve-smoothing purposes, those values are then used in place of the original statistics for engineers with less than one year's experience, for all combinations of supervisor/non-supervisor status and degree level. A dummy value is computed for the number of data points associated with these anchoring statistics, by applying the proportion of engineers with less than one year's experience in the non-supervisory B.S. group to the other data sets. Once smoothed values are computed, the original raw data for engineers with less than one year of experience are restored, so the procedure does not wipe out any information.

As noted in the introduction, the effect of this change is to "anchor" curves to actual starting salaries. This has the effect of lowering estimates for engineers with less experience, especially for data sets for supervisors or holders of advanced degrees. Long-time users of these reports will need to allow for this change when they compare EMC's results for 1991 with statistics from our earlier reports. We believe the adjustment significantly improves the accuracy of maturity curves, which are widely used as a means to assess the compensation of engineers. The Commission expects to continue to contribute to the development of these tools, as it has in the past.

PRESENTATION OF RESULTS

Curves and tables in this report are arranged in a hierarchy, starting with the broadest grouping ("All Industries") and then working through specific sectors, to the extent permitted by the data and the rules and conventions discussed above.

The "All Industries" data are extensive, and include details for supervisors, non-supervisors, and variations by size of employer and region of the nation. Next, data are presented for "All Manufacturing Industries," and for the industrial sectors that are in that group. The report concludes with a similar section for "All Non-Manufacturing Industries."

The table of contents for this report can assist users in locating comparative data of interest. The specific participating organizations in each sector are identified in the appendices, so that users can better judge the applicability of the information given for a particular sector to their own situations.

The tabulations accompanying the curves include mean salaries (not plotted) and the distribution of the cases among the various experience brackets. The tables also list the numbers of cases falling in the extreme salary brackets (for industry data in 1991, less than $22,000 or more than $125,000). The tabulations also provide summary data for salaries across all experience brackets. Such broad statistics are unlikely to be applicable to specific engineers, but they are useful in assessing differences among groups. Since these data are now routinely provided in the tables, the brief discussion of overall salary outcomes that was once included in these introductions has been dropped from this text.

Data provided by participants in EMC salary surveys are confidential. Only aggregates are presented. Only EMC staff have access to completed forms. Forms do not identify salaries of particular persons.

DEFINITIONS

1. Industrial Sectors and Combined Groupings:

All Industries includes all participating organizations, except agencies of local, state or federal government, in the 1991 EMC salary survey.

All Manufacturing includes the following industrial sectors: chemicals; electric, electronic, and computing equipment; fabricated metal products; non-electric machinery; petroleum; transportation equipment; other durable goods manufacturers; and other nondurable goods manufacturers. EMC's traditional data set for aerospace is still present! It will be found as a subgroup of the transportation equipment group.

Electric, Electronic and Computing Equipment is a summary grouping; in addition, separate reports are provided for manufacturers of electrical machinery, electronic equipment, and computing hardware or software.

Transportation Equipment is a summary grouping which includes aerospace, automotive, and shipbuilding manufacturers; as noted above, a separate report is provided for the aerospace industry.

Other Durable Goods Manufacturing and *Other Nondurable Goods Manufacturing* are residual sectors. They include organizations who judged that their businesses did not fit into any of the more traditional industrial sector categories; they also include additional organizations whose preferred sectors could not be formed due to a lack of a sufficient number of responding employers, data points, or both. "Durable Goods" are those with a normal usable life of at least three years. For 1991, this residual category includes manufacturers of basic metals, ceramic products, lumber and wood products, and precision instruments; mining companies; and other durable goods manufacturers that do not fit into the categories used for EMC's surveys. "Nondurable Goods" are those with a shorter usable life, and include paper, textiles, tires and other fabricated rubber products, and food and agricultural products.

Non-Manufacturing Industries is a summary group that includes communication services and utilities, construction, consulting and engineering services, electric and gas utilities, research organizations, and a miscellaneous residual group of "other" non-manufacturing organizations (see below).

Consulting and Engineering Services is a summary group; reports are provided on both components, and also on a sub-group of environmental consulting and services organizations.

Electric and Gas Utilities is a summary group; separate reports are also provided for electrical utilities (which include combined electric and gas utilities), and for gas utilities (principally pipeline companies).

Other Non-Manufacturing is a residual group for non-manufacturing participants whose preferred classifications could be not formed, due to lack of sufficient data. In 1991, the group includes companies or organizations in business/trade/publishing, and professional societies.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A list of the regional classifications used in this report is included at the beginning of the tabulations by region.

2. Chart Data (a facsimile chart is provided in the appendices for readers wishing to plot their own data):

The *median* is the point in a ranked array that is the midpoint of the series: the 50th percentile. *Quartiles* are points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile. *Deciles* are points in ranked arrays that divide the series into tenths. The lower decile is the 10th percentile; the upper decile is the 90th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience, but rarely used in analyses of income data, because means are sensitive to extreme values, while medians are not.

Supervisors: those "whose duties are primarily managerial or supervisory," whether or not they currently work in engineering positions. Some participating organizations indicate that they do not report salaries of top managers. Precise definitions of "supervisor" vary from one organization to the next.

Years Since Baccalaureate Degree: a measure of experience. In 1991, an engineer with zero years of experience received the bachelors' degree in 1990 or the first quarter of 1991. Engineers with more experience may have been working or may have been pursuing advanced degrees.

3. Data on Bonuses and Other Forms of Special Compensation:

One-time special payments have become a more common component of engineering pay. EMC has traditionally tracked base salaries only. Since 1989, however, EMC's survey has included a special question to estimate the percentage of supervisors and non-supervisors who received additional special compensation, in recognition of the trend toward increased use of bonuses. The item applies to the previous year (1990, for the 1991 survey); the question is necessarily retrospective, since 1991 bonuses would not have been paid at the time of the study. Results for this item are reported in the table on the following page. Data for this item from EMC's previous compensation surveys are also included.

PERCENTAGES OF ENGINEERS WHO RECEIVED BONUSES OR OTHER FORMS OF SPECIAL INCENTIVE COMPENSATION, 1989 and 1990:

Industry Group	Supervisors: 1989	Supervisors: 1990	Non-Supervisors: 1989	Non-Supervisors: 1990	All Engineers: 1989	All Engineers: 1990
All Industries	61.2%	31.6%	22.0%	11.9%	37.1%	23.4%
All Manufacturing	32.6	6.6	30.4	14.9	30.8	9.9
Basic Metals*	64.1	-	60.9	-	62.1	-
Chemicals/Drugs/Plastics	40.8	19.7	34.8	25.1	36.7	22.8
Electric Machinery/Electronics/Computers	19.9	11.3	28.1	6.1	26.9	8.6
Electrical Machinery	23.2	32.3	14.7	32.2	17.5	32.3
Electronic Equipment	11.8	2.3	28.7	0.5	26.8	1.3
Computing Systems	32.1	28.7	9.1	4.8	13.3	12.4
Fabricated Metal Products	5.6	13.1	2.9	0.0	3.7	7.4
Non-Electric Machinery	29.3	27.4	4.6	31.2	12.2	27.7
Petroleum	2.5	1.9	0.1	0.0	0.9	1.1
Precision Instruments*	26.8	-	0.8	-	6.1	-
Transportation Equipment*	-	0.8	-	2.4	-	1.1
Aerospace	6.6	14.9	0.5	2.5	1.1	4.6
Automotive Products*	-	-	-	-	-	-
Other Durable Goods Manufacturing	22.8	10.8	3.1	0.0	6.6	3.1
Other Nondurable Goods Manufacturing	13.6	29.0	4.6	9.2	8.6	13.7
All Non-Manufacturing	69.5	64.5	13.3	8.8	41.2	39.9
Communication Services	8.1	9.1	5.5	12.3	6.6	11.1
Construction	11.2	6.6	0.8	0.0	4.3	2.2
Consulting/Engineering Services	31.7	38.4	13.3	3.8	18.8	17.0
Consulting	40.3	40.3	20.4	2.4	27.2	19.2
Engineering Services	23.0	40.1	5.7	4.0	10.9	18.7
Environmental Services*	-	44.8	-	31.2	-	41.8
Electric/Gas Utilities	37.5	18.2	15.6	17.0	21.6	17.5
Electric Utilities	35.8	17.5	16.0	17.2	21.5	17.3
Gas Utilities	66.4	48.3	5.7	0.5	24.6	27.7
Research Organizations	84.0	87.7	12.8	1.9	58.1	69.7
Other Non-Manufacturers	1.7	76.9	3.0	3.3	2.5	16.7

*NOTES: This item was included for the first time in EMC's 1989 compensation surveys, and more organizations have subsequently responded to it. Data from last year's report has been recalculated, excluding companies that did not provide this information. Because some companies are counted in more than one sector, the percentages from one group to another—and from components of summary groups to the summary categories themselves—are not mutually exclusive. No separate sector was formed for basic metals in 1991; no separate sector was formed for precision instruments in 1991; the transportation equipment grouping and the environmental services sector were first formed in 1991.

DISTRIBUTION OF RESPONSES, 1991

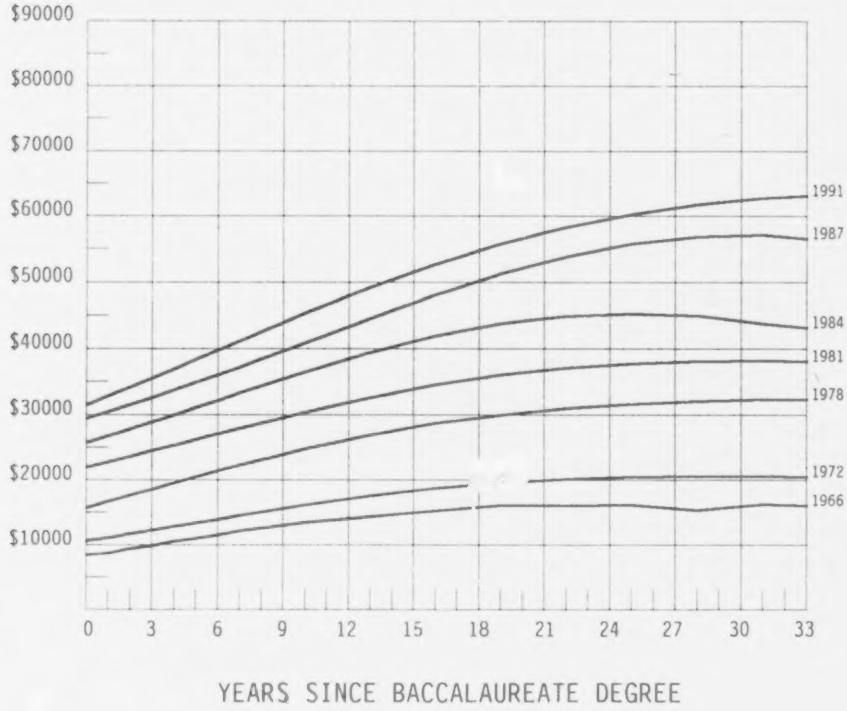
Industry Group:	Participating Organizations:	Engineers Represented:	All Employed Engineers (BLS Data for 1988):	Sector Weight:
All Industries	284	130,427	1,194,086	N/App
All Manufacturing	135	72,433	736,885	N/App
Chemicals/Drugs/Plastics	15	14,956	41,313	0.30172
Electric Machinery/Electronics/Computers	45	11,083	265,894	2.62049
Electrical Machinery	10	1,040	-	-
Electronic Equipment	28	9,603	-	-
Computers	7	440	-	-
Fabricated Metal Products	16	1,280	23,242	1.98333
Non-Electric Machinery	12	372	57,574	16.90500
Petroleum	5	7,009	30,380	0.47344
Transportation Equipment	20	33,399	199,210	0.65149
Aerospace	15	9,439	-	-
Other Durable Goods Manufacturing	14	2,925	80,270	2.99750
Other Nondurable Goods Manufacturing	8	1,409	39,002	3.02348
All Non-Manufacturing	149	57,994	457,201	N/App
Communication Services	6	3,090	31,822	1.12487
Construction	5	1,722	23,451	1.48751
Consulting/Engineering Services	61	14,902	155,082	1.13671
Consulting	45	8,659	-	-
Engineering Services	16	6,243	-	-
Electric/Gas Utilities	43	14,097	38,587	0.29898
Electric Utilities	38	13,901	-	-
Gas Utilities	5	196	-	-
Research & Other Non-Manufacturing	34	24,183	208,259	0.94064
Research & Development Organizations	27	23,954	-	-
Other Non-Manufacturing	7	229	-	-

NOTES: Participating organizations counted in primary (first-named) sector only. Totals in specific tables may not exactly match these numbers, due to rounding in the weighting process. Additional weights, not depicted here, were used for the "All Manufacturing" and "All Non-Manufacturing" groups. Data for engineers in government are not used in this table; those figures add 184,774 engineers to the BLS work force estimates. In general, statistics from the current (1988) BLS Industry-and-Occupation Matrix have been regrouped here, to accomodate EMC's broader sectoral definitions. One additional sector formed for the 1991 survey, Environmental Consulting and Services, is not depicted in this table as it was entirely formed from respondents whose primary sector assignments were elsewhere.

SALARY TREND CURVES—1960-1991

Note: salaries represented on trend curves have been taken from the EMC publication *Professional Income of Engineers* for the selected year. Industry groupings and their titles have varied to an extent from report to report. All curves for years prior to 1968 are based on raw data (please see the discussion of curve smoothing in the introduction).

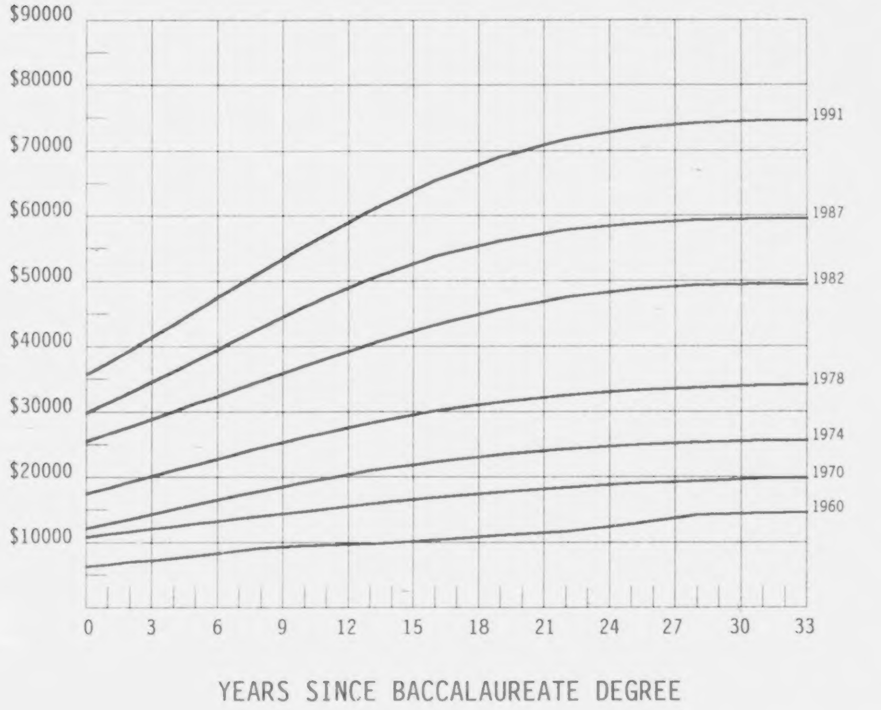
SELECTED INDUSTRY MEDIANS: AEROSPACE



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	31500	32850	34200	35600	37000	38400	39800	41200	42600	45350	49250	52750	55800	58300	60300	61750	62800	64100
1987	29400	30450	31550	32650	33750	34900	36100	37250	38450	40900	44550	48050	51250	53850	55800	56900	57200	54850
1984	25750	26800	27850	28900	30000	31100	32200	33300	34400	36550	39500	41950	43800	44900	45250	45000	43850	41100
1981	21950	22800	23650	24500	25350	26200	27100	27950	28750	30400	32650	34550	36050	37150	37800	38150	38250	37900
1978	15750	16700	17650	18600	19550	20550	21400	22300	23150	24800	26950	28700	30000	31000	31650	32050	32350	32450
1972	10650	11150	11700	12300	12850	13400	13950	14550	15100	16150	17600	18750	19600	20150	20500	20600	20600	20400
1966	8450	8750	9400	9850	10550	11050	11550	12150	12600	13500	14400	15300	16050	16050	16200	15350	16300	15500

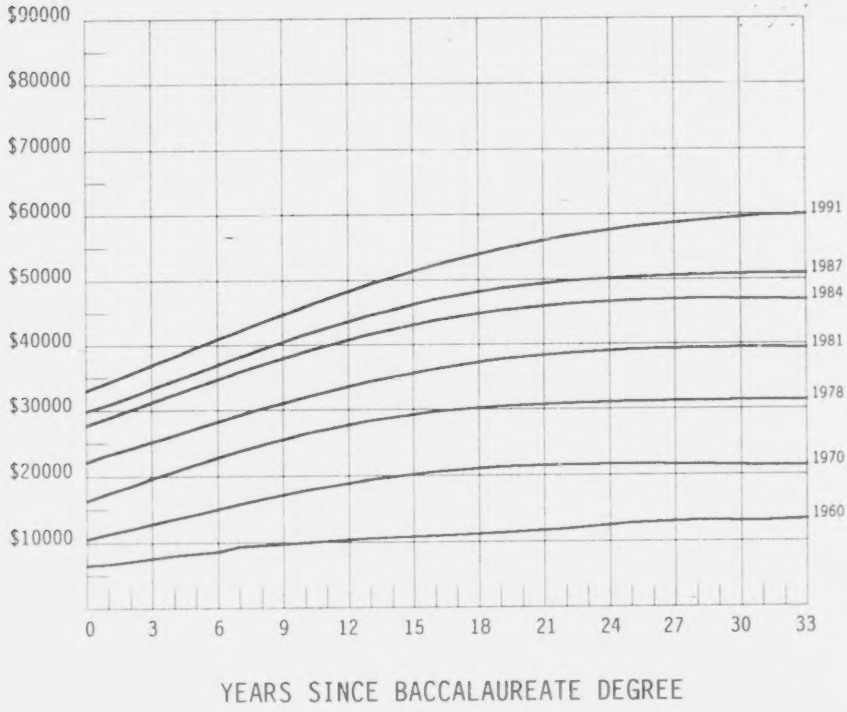
SELECTED INDUSTRY MEDIANS: CHEMICALS, DRUGS & PLASTICS



SELECTED ENGINEERING SALARY STATISTICS:

								Years Since B.S. Degree:									
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	35700	37550	39500	41450	43400	45400	47450	49450	51450	55400	60800	65450	69100	71700	73350	74250	74600	74450
1987	29900	31400	32950	34550	36200	37900	39550	41250	42900	46100	50350	53750	56200	57850	58800	59350	59550	59700
1982	25550	26650	27750	28900	30050	31250	32400	33600	34800	37100	40400	43300	45650	47450	48650	49300	49550	49150
1978	17508	18350	19250	20150	21050	21900	22800	23650	24500	26150	28300	30100	31500	32550	33250	33700	34050	34250
1974	12150	12900	13600	14350	15100	15800	16550	17250	17900	19200	20950	22350	23450	24300	24900	25300	25600	25600
1970	10850	11250	11650	12050	12450	12850	13250	13650	14050	14800	15900	16850	17700	18400	19000	19400	19800	20100
1960	6325	6575	7075	7200	7575	7900	8250	8700	9125	9550	9825	10375	11125	11675	12800	14200	14450	15150

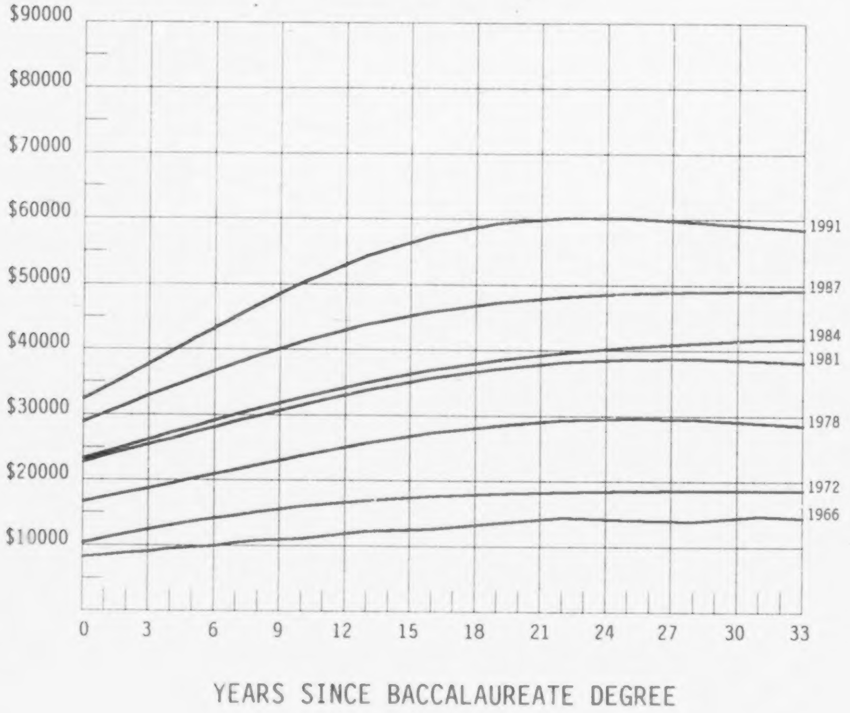
SELECTED INDUSTRY MEDIANS: ELECTRICAL/ELECTRONICS/COMPUTERS



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	33050	34350	35650	37000	38300	39650	40950	42250	43550	46000	49400	52350	54800	56700	58150	59051	59800	60500
1987	29850	30950	32100	33300	34550	35750	37000	38200	39400	41700	44650	47000	48700	49800	50400	50750	50900	51000
1984	27700	28850	30050	31250	32450	33600	34750	35900	37000	39000	41700	43800	45300	46250	46800	47000	46950	46650
1981	22250	23250	24250	25250	26250	27300	28300	29250	30200	32000	34400	36300	37750	38650	39200	39400	39450	39200
1978	16400	17500	18600	19700	20800	21850	22850	23850	24750	26400	28350	29650	30500	30950	31200	31300	31350	31350
1970	10600	11350	12100	12850	13600	14350	15100	15850	16550	17900	19500	20600	21300	21600	21650	21600	21450	21300
1960	6575	6725	7200	7675	8075	8375	8650	9375	9575	10000	10550	10900	11350	11900	12765	13125	13075	14000

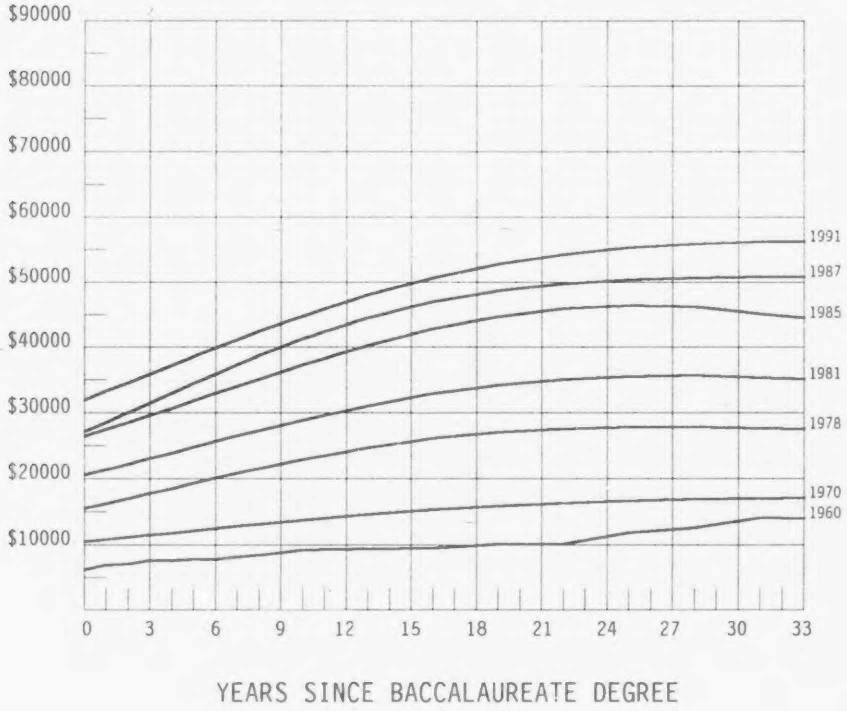
SELECTED INDUSTRY MEDIANS: MACHINERY



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	32350	34100	35950	37800	39650	41500	43300	45100	46900	50200	54400	57450	59350	60150	60150	59650	58900	57200
1987	28900	30250	31600	32950	34250	35500	36750	38000	39150	41250	43900	45900	47300	48150	48700	48950	49100	49150
1984	23250	24250	25250	26250	27250	28200	29150	30100	31000	32700	35000	36950	38450	39650	40500	41150	41650	42050
1981	22800	23700	24600	25500	26350	27250	28150	29050	29900	31600	33850	35750	37200	38200	38700	38800	38500	37600
1978	16700	17400	18100	18800	19500	20250	21000	21700	22400	23800	25750	27350	28550	29300	29600	29500	28950	27600
1972	10400	11100	11800	12450	13050	13650	14200	14700	15200	16050	17000	17650	18100	18400	18550	18650	18700	18700
1966	8250	8500	8850	9100	9550	9650	9950	10450	10850	11150	12250	12650	13600	14450	14150	14000	14750	13600

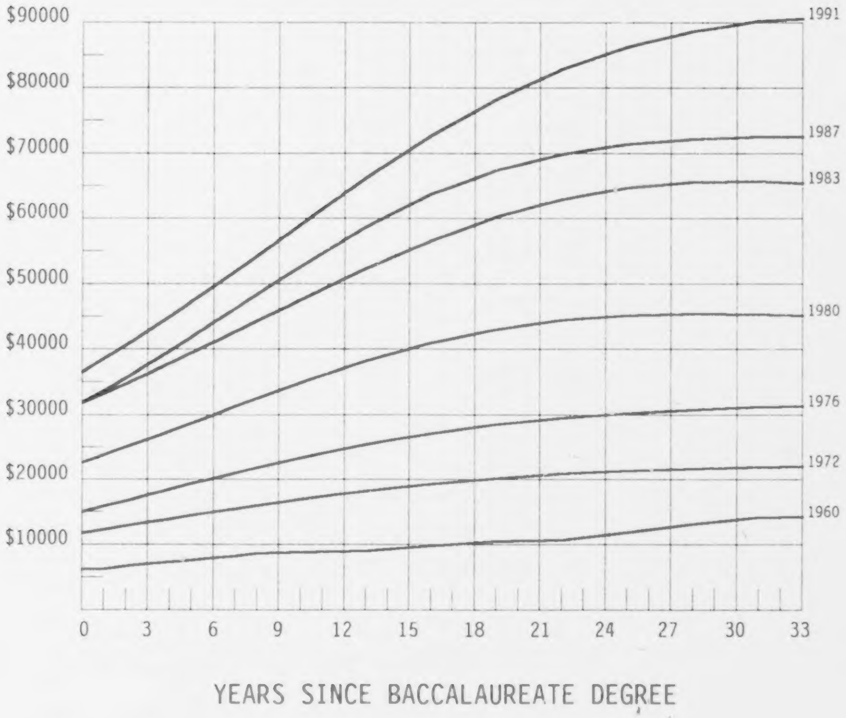
SELECTED INDUSTRY MEDIANS: METAL PRODUCTS



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	31950	33300	34600	35950	37250	38600	39900	41200	42450	44800	48050	50700	52800	54350	55350	55950	56250	56450
1987	27100	28550	30050	31500	33000	34500	35950	37350	38750	41300	44550	47000	48750	49800	50400	50700	50850	50900
1985	26400	27450	28550	29600	30700	31850	32950	34050	35150	37300	40300	42850	44750	45950	46400	46200	45200	42550
1981	20600	21450	22250	23100	23950	24800	25650	26450	27300	28900	31050	32850	34250	35150	35600	35700	35400	34450
1978	15550	16300	17050	17850	18600	19350	20150	20850	21600	22950	24700	26100	27000	27550	27800	27800	27650	27250
1970	10500	10850	11200	11550	11850	12200	12550	12850	13200	13800	14650	15350	15950	16400	16700	16950	17100	17150
1960	6275	6925	7125	7675	7625	7850	7825	8225	8450	9275	9375	9550	10100	10125	11925	12600	14100	14000

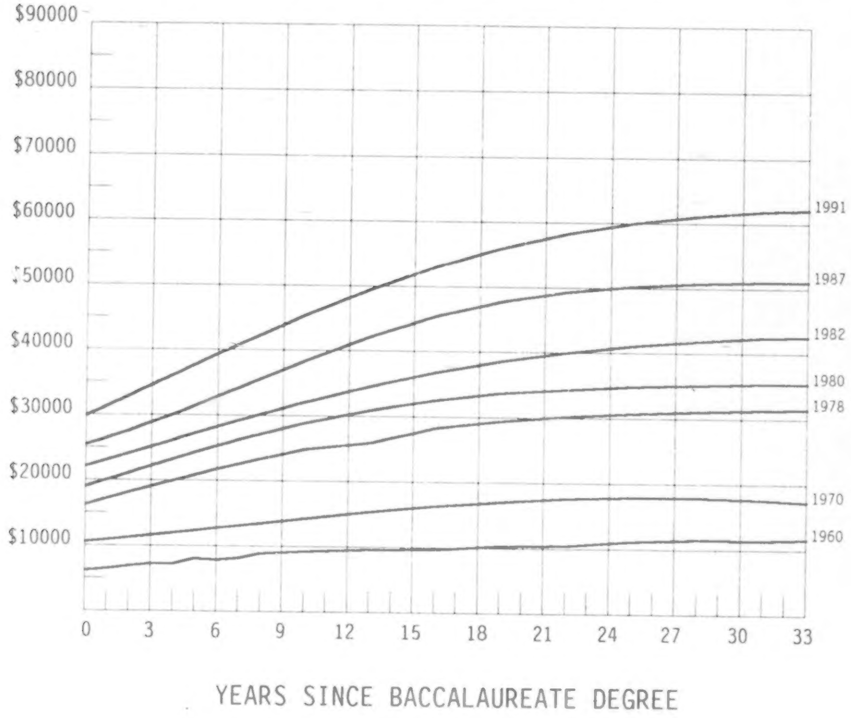
SELECTED INDUSTRY MEDIANS: PETROLEUM



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	36550	38550	40650	42800	45000	47250	49600	51950	54350	59150	66200	72700	78350	82950	86350	88750	90250	91700
1987	31900	33700	35650	37650	39700	41850	44050	46250	48450	52750	58750	63700	67350	69850	71350	72150	72500	72700
1983	31800	33250	34750	36300	37850	39450	41050	42700	44350	47600	52350	56650	60250	62950	64750	65600	65700	64450
1980	22700	23850	25050	26250	27500	28750	30000	31250	32500	34900	38200	41000	43050	44450	45200	45450	45300	44700
1976	15050	15900	16750	17600	18500	19350	20200	21000	21850	23350	25450	27150	28500	29500	30250	30750	31200	31450
1972	11750	12300	12850	13400	13900	14450	15000	15500	16000	16950	18200	19300	20150	20850	21350	21700	22000	22200
1960	6250	6250	6700	6975	7325	7525	7925	8225	8600	8825	9025	9750	10450	10650	11800	13200	14100	14800

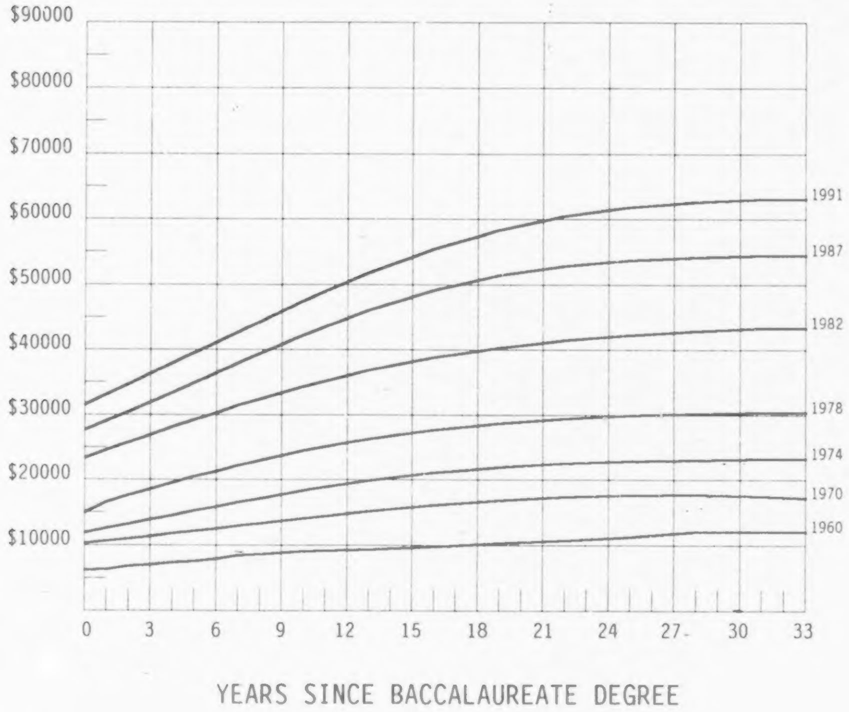
SELECTED INDUSTRY MEDIANS: CONSTRUCTION



SELECTED ENGINEERING SALARY STATISTICS:

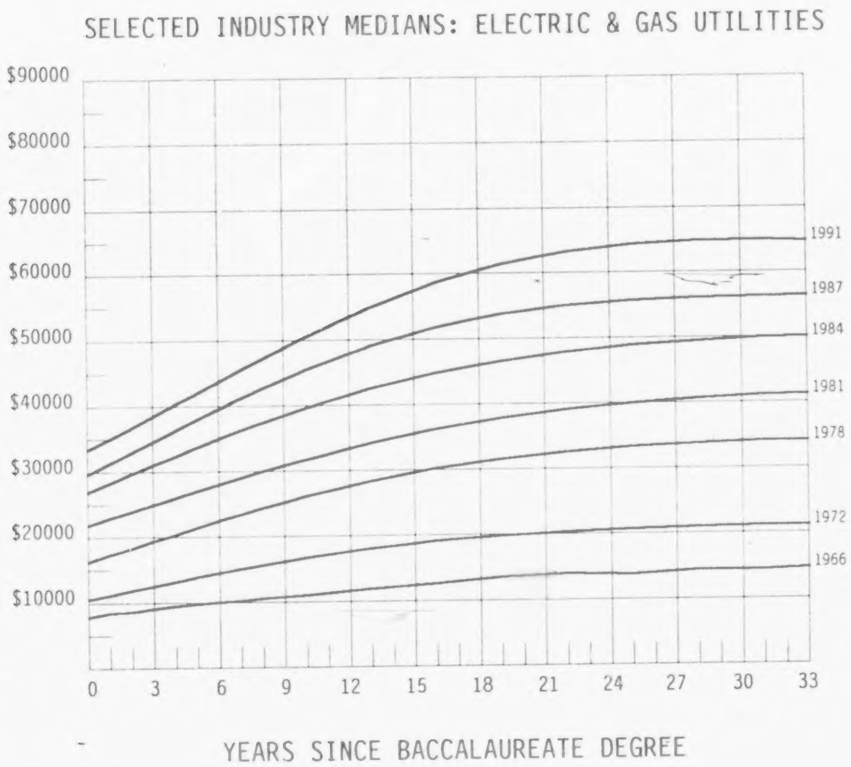
	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	29850	31400	33000	34550	36150	37750	39350	40900	42400	45400	49500	53050	56000	58300	60000	61200	61950	62600
1987	25450	26500	27650	28850	30150	31500	32850	34250	35650	38400	42250	45400	47750	49300	50250	50800	51000	51150
1982	22100	23150	24150	25200	26200	27250	28250	29250	30200	32050	34600	36800	38600	40000	41100	41850	42500	42850
1980	19050	20100	21200	22250	23300	24350	25350	26300	27200	28900	30950	32550	33650	34350	34850	35150	35350	35450
1978	16300	17250	18200	19100	20000	20900	21800	22600	23400	24900	26000	28300	29400	30250	30800	31150	31400	31550
1970	10550	10900	11250	11650	12000	12400	12800	13150	13550	14300	15400	16350	17100	17650	17950	18000	17650	16450
1960	6200	6500	6925	7275	7275	8050	7925	8225	8850	9275	9600	9675	10300	10525	11200	11600	11450	12250

SELECTED INDUSTRY MEDIANS: CONSULTING & ENGINEERING SERVICES



SELECTED ENGINEERING SALARY STATISTICS:

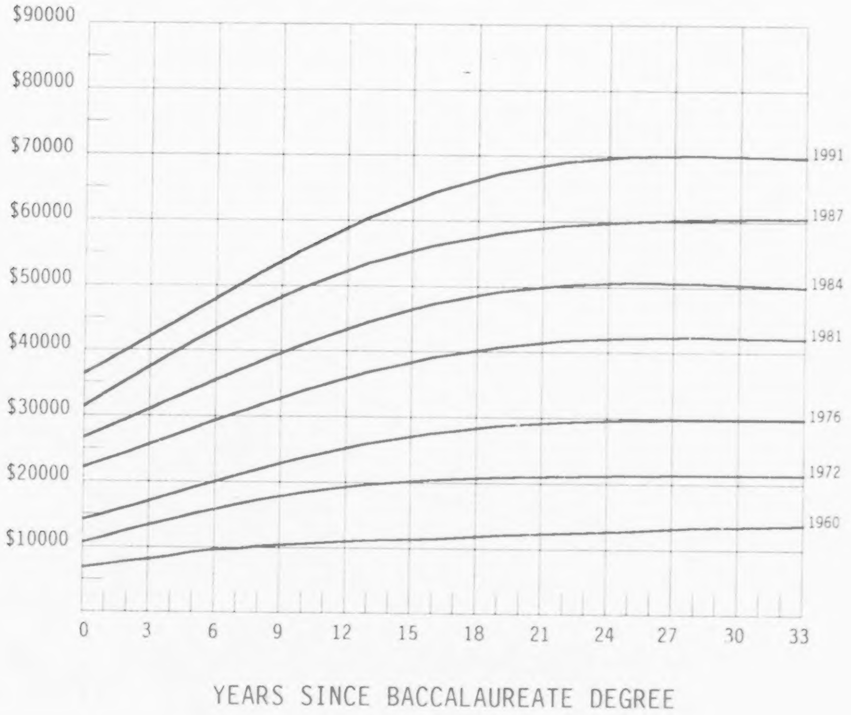
	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	31600	33150	34750	36350	37950	39550	41200	42800	44400	47550	51850	55500	58400	60500	61900	62700	63100	63150
1987	27700	29050	30450	31900	33400	34900	36450	37950	39450	42300	46150	49200	51450	52900	53800	54250	54450	54550
1982	23400	24600	25800	26950	28150	29250	30350	31450	32450	34400	36900	38850	40400	41550	42350	42900	43350	43600
1978	15050	16650	17650	18600	19550	20500	21350	22250	23050	24500	26350	27750	28750	29450	29950	30200	30400	30500
1974	11950	12600	13250	13950	14600	15250	15950	16600	17200	18400	19900	21150	22000	22600	22950	23150	23250	23300
1970	10300	10650	11050	11400	11800	12200	12550	12950	13350	14100	15200	16150	16900	17450	17700	17750	17500	16500
1960	6250	6350	6825	7050	7400	7600	7925	8425	8675	9075	9350	9825	10300	10775	11325	12100	12100	12000


SELECTED INDUSTRY MEDIANS: ELECTRIC & GAS UTILITIES

SELECTED ENGINEERING SALARY STATISTICS:

								Years Since B.S. Degree:										
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	33400	35050	36750	38500	40250	42000	43750	45500	47200	50500	54950	58650	61400	63300	64350	64850	64950	64500
1987	29600	31250	32950	34600	36300	37950	39550	41150	42650	45500	49100	51850	53750	55000	55750	56100	56300	56350
1984	26900	28300	29650	31050	32400	33700	35000	36250	37450	39650	42550	44850	46600	47900	48850	49450	49950	50250
1981	21900	22900	23900	24950	25950	27000	28000	28950	29950	31750	34200	36250	37900	39100	40000	40650	41150	41500
1978	16300	17300	18350	19400	20400	21450	22450	23400	24350	26100	28400	30200	31600	32600	33300	33750	34100	34300
1972	10550	11200	11900	12550	13200	13850	14500	15100	15650	16700	18050	19100	19850	20400	20750	21000	21150	21250
1966	7950	8500	8750	9150	9500	9750	10050	10250	10550	11050	11900	12650	13550	13950	13750	14400	14400	15350

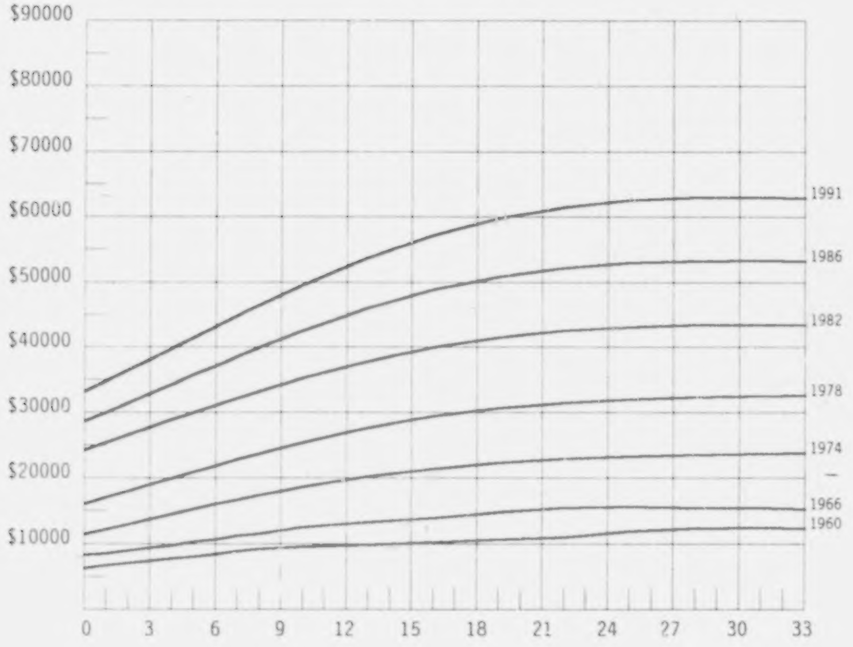
SELECTED INDUSTRY MEDIANS: RESEARCH LABORATORIES



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	36350	38250	40150	42100	44050	46050	48000	49950	51900	55550	60450	64400	67250	69050	69950	70150	70000	69100
1987	31400	33450	35500	37550	39500	41450	43300	45100	46750	49800	53550	56300	58150	59350	60000	60400	60550	60600
1984	26700	28100	29550	31000	32500	33950	35450	36900	38300	41000	44550	47350	49250	50350	50750	50700	50300	49450
1981	22100	23250	24450	25650	26850	28100	29300	30500	31650	33850	36800	39100	40750	41750	42250	42400	42250	41900
1976	14200	15150	16100	17100	18100	19100	20100	21050	21950	23700	25950	27600	28700	29350	29650	29800	29800	29800
1972	10700	11600	12500	13400	14250	15100	15850	16600	17300	18450	19700	20500	20950	21200	21300	21400	21400	21450
1960	6825	7325	7775	8200	8600	9225	9650	9825	10225	10600	11225	11450	12050	12475	12800	13400	13600	14450

SELECTED INDUSTRY MEDIANS: ALL INDUSTRY



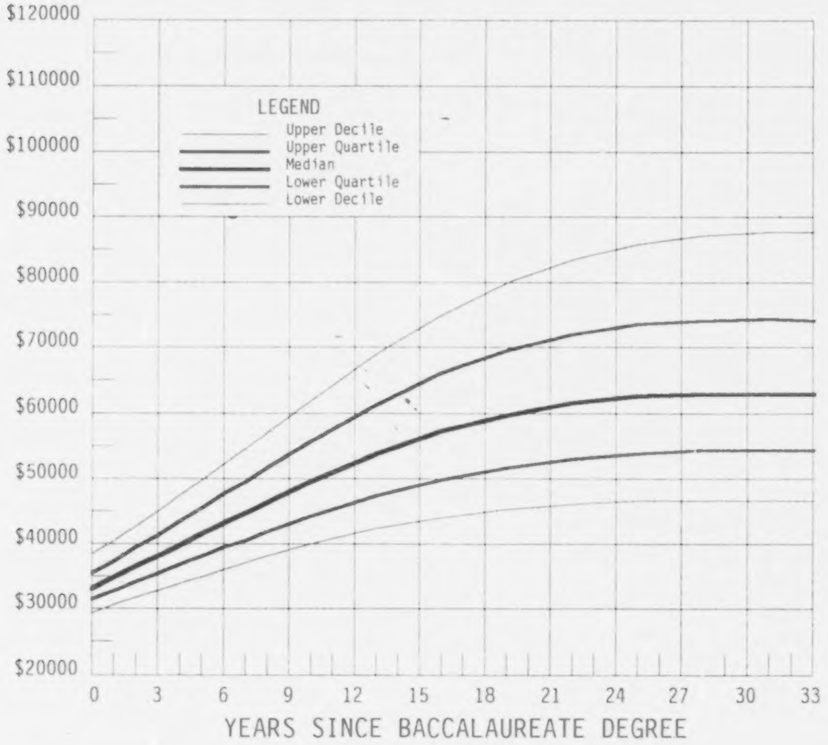
YEARS SINCE BACCALAUREATE DEGREE

SELECTED ENGINEERING SALARY STATISTICS:

								Years Since B.S. Degree:									
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1991	33200	34850	36500	38150	39850	41500	43200	44850	46450	49600	53800	57250	59800	61550	62550	63000	63050	62650
1986	28600	30000	31450	32900	34350	35800	37200	38600	40000	42600	46050	48850	50850	52200	52950	53250	53300	53050
1982	24300	25450	26600	27700	28850	30000	31100	32200	33250	35250	37900	40000	41500	42550	43150	43450	43500	43400
1978	16100	17050	18050	19000	20000	20950	21900	22850	23750	25450	27650	29400	30650	31500	32000	32350	32550	32650
1974	11450	12200	13000	13750	14550	15300	16050	16750	17450	18700	20250	21450	22300	22900	23300	23550	23750	23850
1966	8350	8550	9000	9450	9750	10300	10700	11300	11600	12500	13300	14000	14850	15500	15650	15450	15450	14850
1960	6300	6725	7125	7475	7800	8100	8450	8900	9250	9625	9875	10275	10700	11000	11925	12350	12450	12175

CURVES AND TABLES FOR ALL INDUSTRIES

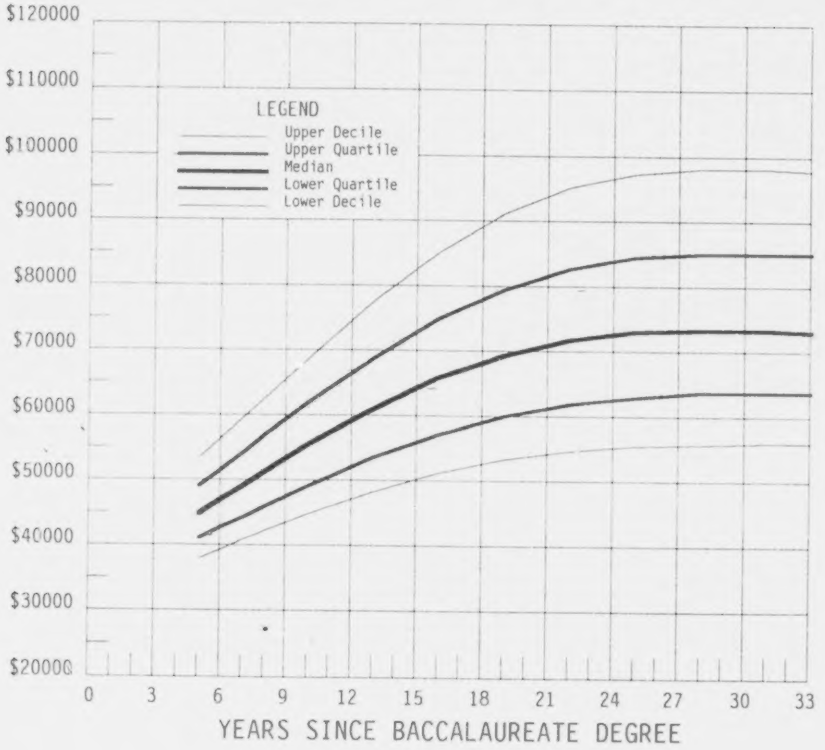
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38350	40500	42700	45000	47350	49750	52150	54650	57100	62000	68950	75050	79950	83600	85950	87300	87850	87800	73950	2.2
Upper Quartile	35550	37450	39450	41450	43500	45550	47650	49700	51800	55800	61350	66050	69600	72050	73550	74200	74350	73800	62200	2.2
Median	33200	34850	36500	38150	39850	41500	43200	44850	46450	49600	53800	57250	59800	61550	62550	63000	63050	62650	51550	2.2
Lower Quartile	31350	32700	34050	35400	36700	38050	39350	40650	41900	44250	47400	49950	51850	53150	53950	54350	54500	54350	42450	2.2
Lower Decile	29400	30550	31700	32800	33950	35000	36100	37100	38100	39950	42300	44100	45400	46200	46600	46750	46700	46400	36200	2.2
Mean	33600	35250	36950	38650	40350	42100	43800	45500	47200	50500	54950	58750	61650	63750	65050	65800	66050	65950	53950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37700	39800	42850	44700	47650	49750	52400	54700	58450	63150	68800	73300	77750	82800	85900	88750	88300	89000	73950	
Upper Quartile	35400	36850	39250	41050	43500	45500	47850	50100	52850	57100	61600	64800	66950	70950	73700	74800	74400	75500	62200	
Median	33400	34450	36200	37750	39650	41500	43450	45200	47400	50450	53950	56350	58000	60900	62550	63500	63250	63600	51550	
Lower Quartile	31650	32450	33750	34900	36650	38100	39500	41000	42650	45050	47250	48950	50400	53050	54100	55350	55450	54200	42450	
Lower Decile	29900	30450	31300	32500	33750	35050	36150	37200	38650	40850	42200	43100	44350	45800	46750	47800	48700	45700	36200	
Mean	33900	34900	36750	38350	40300	42000	43900	45700	48050	51450	55000	57700	59950	63250	65250	66650	66650	66450	53950	
Supporting Data																				
Total Number	2680	3553	4396	4021	4719	5907	6015	5515	5356	15534	12205	11085	10257	9445	7696	6712	6034	9298	130427	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	7	13	43	48	55	48	110	326	
Less Than $22000	6	1	2	3	5	1	0	3	1	1	0	1	3	1	1	1	0	0	31	

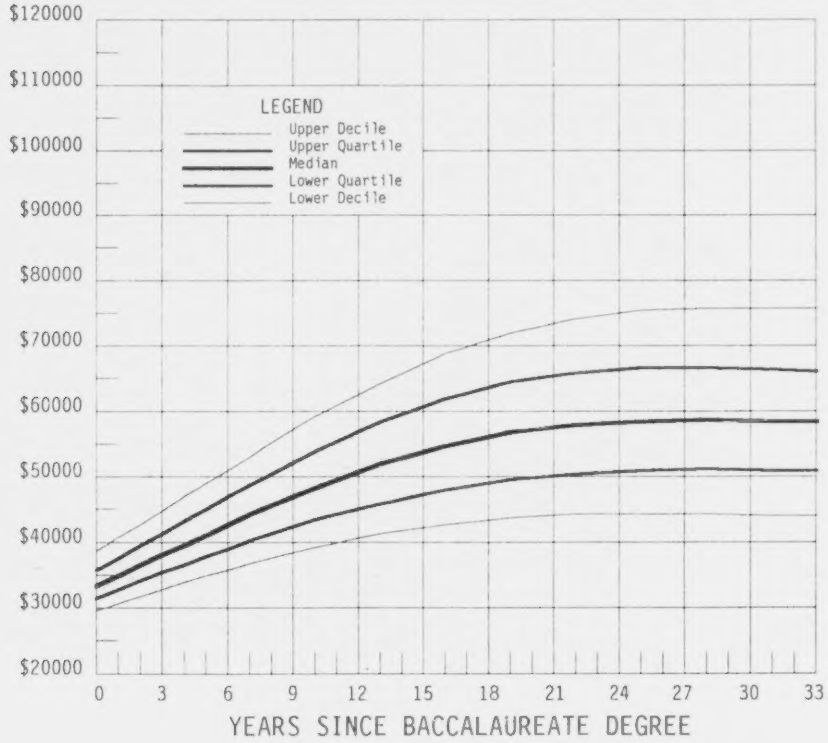
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53350	56350	59400	62500	68650	77500	85200	91150	95200	97450	98250	98150	96600	90950	2.2
Upper Quartile	0	0	0	0	0	49100	51600	54150	56750	61800	68900	74950	79600	82750	84500	85200	85200	84150	77050	2.2
Median	0	0	0	0	0	44850	47000	49150	51250	55400	61100	65850	69350	71700	72950	73350	73300	72350	66300	2.2
Lower Quartile	0	0	0	0	0	41000	42700	44350	46000	49200	53550	57200	[illegible]	61900	63050	63650	63850	63650	56050	2.2
Lower Decile	0	0	0	0	0	37900	39300	40750	42100	44750	48250	51100	53250	54650	55500	55850	55950	55650	48650	2.2
Mean	0	0	0	0	0	45500	47650	49850	52000	56300	62250	67300	71200	73950	75550	76350	76500	76000	68450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	57100	58400	62400	66000	71350	77150	82350	88750	93650	97000	98500	98700	99500	90950	
Upper Quartile	0	0	0	0	0	50650	51950	55250	59850	64650	69850	73000	76750	80600	83500	85650	86000	87050	77050	
Median	0	0	0	0	0	45350	47400	50650	52200	57100	61800	65100	66900	70450	73050	73600	73300	74050	66300	
Lower Quartile	0	0	0	0	0	40950	43500	45300	47000	50600	54300	56250	57500	61600	63200	64000	64850	64250	56050	
Lower Decile	0	0	0	0	0	38000	39700	42100	42000	45950	48600	50550	50950	54750	55750	56350	57550	55400	48650	
Mean	0	0	0	0	0	46700	48250	51300	53800	58350	62750	65950	68700	72850	75200	76800	77100	77750	68450	
Supporting Data																				
Total Number	43	94	145	128	188	302	459	553	659	2849	3101	3479	3483	3544	2901	2491	2164	3205	29788	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	7	13	43	46	52	41	105	309	
Less Than $22000	0	0	0	0	0	[illegible]	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	38750	40700	42750	44800	46900	48950	51050	53100	55150	59100	64400	68750	72000	74150	75350	75850	75850	75200	65200	2.2
Upper Quartile	35800	37600	39450	41300	43150	45050	46900	48750	50500	53950	58450	61950	64450	65950	66650	66750	66500	65550	57150	2.2
Median	33400	34950	36500	38050	39600	41150	42700	44200	45650	48350	51950	54700	56700	57900	58450	58600	58450	57800	48000	2.2
Lower Quartile	31550	32800	34050	35350	36600	37800	39000	40150	41250	43350	46000	48100	49550	50450	50950	51100	51050	50650	40500	2.2
Lower Decile	29500	30600	31700	32750	33800	34850	35850	36750	37650	39300	41350	42800	43700	44200	44350	44300	44100	43500	35150	2.2
Mean	33850	35350	36950	38500	40050	41600	43150	44650	46100	48850	52500	55400	57450	58800	59500	59800	59750	59250	49650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	39600	42550	44350	47200	49400	52000	53900	57100	60700	64000	66500	68150	71600	74700	76650	76850	78750	65200	
Upper Quartile	35350	36750	39100	40950	43250	45200	47350	49400	52050	55300	58650	60300	61600	63600	65700	67150	66800	68550	57150	
Median	33400	34350	36150	37700	39550	41350	43150	44750	46800	49250	51750	53500	54850	56750	58050	59250	59100	59100	48000	
Lower Quartile	31600	32400	33750	34850	36550	38000	39250	40500	42250	44300	45800	46650	48050	49850	50800	51950	52700	50850	40500	
Lower Decile	29850	30450	31250	32500	33650	34950	36000	36900	38400	40000	41250	41700	42600	43500	44650	45600	46200	42800	35150	
Mean	33700	34800	36600	38200	40000	41750	43550	45100	47250	49900	52350	53950	55450	57450	59250	60600	60800	60450	49650	
Supporting Data																				
Total Number	2636	3459	4250	3892	4532	5605	5557	4961	4697	12685	9104	7606	6774	5901	4795	4221	3870	6093	100639	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	7	5	17	
Less Than $22000	6	1	2	3	5	1	0	3	1	1	0	1	3	1	1	1	0	0	31	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36800	38850	41000	43200	45450	47750	50050	52400	54750	59400	66000	71700	76300	79600	81750	82900	83350	83150	69100	2.2
Upper Quartile	34750	36550	38350	40250	42100	44000	45900	47800	49700	53300	58300	62500	65700	67900	69250	69900	70100	69750	57900	2.2
Median	33000	34500	36000	37500	39050	40550	42050	43500	44950	47700	51350	54350	56600	58150	59100	59550	59700	59500	47650	2.2
Lower Quartile	31300	32500	33750	34950	36150	37300	38500	39600	40700	42750	45500	47700	49350	50500	51250	51650	51800	51750	39750	2.2
Lower Decile	29300	30350	31400	32450	33450	34400	35400	36300	37150	38800	40850	42400	43500	44150	44500	44600	44600	44300	34650	2.2
Mean	33100	34650	36200	37800	39400	40950	42550	44100	45650	48600	52650	56050	58700	60600	61800	62500	62800	62850	50450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	38900	40950	42900	45250	47000	49700	52600	55200	61150	66050	70700	75100	78550	81000	82200	83300	84850	69100	
Upper Quartile	35300	36450	37950	39950	41800	43800	46150	48050	50350	54500	58500	61900	63550	67050	68650	69650	70600	71150	57900	
Median	33350	34250	35700	37050	38800	40550	42500	44000	45750	48600	51000	53400	54950	58000	58950	59700	60450	60150	47650	
Lower Quartile	31600	32350	33400	34400	36050	37400	38800	40050	41400	43650	45250	46300	48000	50800	51050	52250	53500	51550	39750	
Lower Decile	29800	30400	31000	32200	33050	34550	35600	36500	37800	39350	40700	41500	42450	43900	44750	45650	47100	43300	34650	
Mean	33650	34550	36000	37450	39050	40850	42700	44350	46250	49650	52500	55100	57250	60500	61750	62700	63800	63150	50450	
Supporting Data																				
Total Number	2613	3365	3760	3204	3553	4582	4489	3872	3586	10005	7318	6524	6086	5492	4118	3686	3745	6130	86127	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	5	9	28	32	23	27	80	204	
Less Than $22000	6	1	1	3	5	1	0	3	1	1	0	1	3	1	1	1	0	0	29	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52000	54900	57900	60850	66850	75400	82900	88800	92900	95250	96200	96300	95050	86400	2.2
Upper Quartile	0	0	0	0	0	47700	50100	52450	54800	59450	65950	71400	75550	78350	79900	80500	80450	79500	72550	2.2
Median	0	0	0	0	0	43950	45900	47850	49750	53450	58500	62650	65750	67750	68850	69300	69250	68500	62150	2.2
Lower Quartile	0	0	0	0	0	40350	41900	43450	44950	47850	51750	54950	57400	59050	60000	60500	60650	60350	53100	2.2
Lower Decile	0	0	0	0	0	37300	38650	39950	41200	43650	46850	49450	51350	52650	53450	53800	53900	53700	46450	2.2
Mean	0	0	0	0	0	44500	46500	48550	50600	54550	60050	64700	68300	70800	72250	72950	73150	72700	64850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55400	56850	60400	63350	69850	74900	79350	85750	91150	95400	96550	97550	97700	86400	
Upper Quartile	0	0	0	0	0	49700	50800	54450	56800	61900	66000	70000	73800	76000	77650	79300	80750	83350	72550	
Median	0	0	0	0	0	45050	47050	50050	51100	55100	58750	61900	63450	66050	68000	68700	70450	70550	62150	
Lower Quartile	0	0	0	0	0	40550	43100	44850	46000	49600	52150	53700	54750	58650	60150	59700	62600	61250	53100	
Lower Decile	0	0	0	0	0	37700	39450	41850	40750	44900	47000	48750	48950	53100	53100	53450	56350	53700	46450	
Mean	0	0	0	0	0	45800	47600	50500	52050	56600	60000	63300	65950	69800	71600	72150	74300	74750	64850	
Supporting Data																				
Total Number	38	87	138	116	147	262	389	455	490	2033	1986	2171	2095	2070	1550	1351	1360	2124	18862	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	5	9	28	31	22	23	76	195	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37200	39100	41000	42950	44900	46850	48800	50750	52650	56300	61200	65150	68100	70000	71000	71350	71300	70600	61000	2.2
Upper Quartile	35100	36750	38400	40050	41750	43400	45000	46600	48200	51150	55000	58100	60300	61700	62400	62600	62550	61900	52800	2.2
Median	33250	34650	36050	37400	38800	40150	41450	42750	44000	46350	49400	51800	53500	54650	55250	55500	55500	55150	44650	2.2
Lower Quartile	31450	32600	33750	34850	36000	37050	38100	39100	40100	41850	44150	45850	47050	47800	48150	48300	48250	47900	38050	2.2
Lower Decile	29450	30450	31450	32400	33350	34250	35100	35900	36700	38100	39800	41050	41800	42250	42350	42300	42150	41700	33900	2.2
Mean	33400	34800	36200	37600	39000	40400	41750	43100	44400	46800	50000	52550	54350	55600	56250	56550	56600	56300	46450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37300	38650	40700	42650	44750	46600	49100	51300	53600	58100	61400	63300	64950	68500	69650	71250	71350	73500	61000	
Upper Quartile	35250	36350	37850	39850	41500	43550	45650	46950	49350	52400	54650	56550	58350	60200	61600	63050	62800	63800	52800	
Median	33300	34200	35650	36950	38650	40400	42200	43400	45100	47250	48800	50000	51800	54100	54500	56550	56450	56100	44650	
Lower Quartile	31550	32300	33350	34350	35900	37300	38550	39550	41050	42700	43950	44150	45700	47050	47850	48850	50750	47950	38050	
Lower Decile	29800	30400	30900	32200	32950	34500	35350	36200	37350	38600	39350	39950	41000	41900	42900	43750	45000	40450	33900	
Mean	33550	34450	35800	37250	38800	40550	42200	43550	45300	47850	49700	51000	52700	54850	55800	57250	57800	57000	46450	
Supporting Data																				
Total Number	2575	3278	3622	3088	3407	4320	4099	3416	3096	7971	5332	4353	3991	3421	2568	2335	2335	4007	67265	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	4	9	
Less Than $22000	6	1	1	3	5	1	0	3	1	1	0	1	3	1	1	1	0	0	29	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45800	48000	50200	52450	54750	57050	59350	63850	70350	76150	81050	84900	87750	89650	90850	92000	77400	2.2
Upper Quartile	0	0	43950	45750	47600	49450	51300	53100	54900	58400	63250	67450	70900	73550	75450	76700	77500	78250	65850	2.2
Median	0	0	41150	42650	44150	45650	47100	48550	49950	52650	56250	59300	61750	63550	64800	65600	66100	66500	56300	2.2
Lower Quartile	0	0	37500	38800	40100	41350	42600	43800	44950	47200	50150	52650	54600	56000	57000	57650	58000	58300	48150	2.2
Lower Decile	0	0	34700	35800	36900	38000	39050	40050	41050	42850	45250	47200	48600	49600	50250	50600	50800	50800	42250	2.2
Mean	0	0	40800	42400	44000	45600	47150	48750	50250	53250	57350	60850	63700	65900	67500	68550	69200	69850	58600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46600	46850	49750	52550	55350	56000	60150	64700	71050	74500	79600	84750	87800	91250	91800	91800	77400	
Upper Quartile	0	0	43200	44800	47450	49650	51900	52750	56100	59200	63750	66300	69100	73250	75300	77200	77100	79900	65850	
Median	0	0	40950	41850	43850	45750	47250	48350	50800	53300	57050	58550	60350	63150	64050	66000	65600	68200	56300	
Lower Quartile	0	0	37650	38100	39550	41500	42250	43650	45900	47800	50800	52050	53700	55350	56400	57600	58300	59550	48150	
Lower Decile	0	0	34450	35450	36850	38250	38300	39350	41800	43800	45500	46900	47950	48700	49650	50700	51450	51650	42250	
Mean	0	0	40900	41700	43800	45700	47050	48250	51050	53950	57900	60050	62600	65450	67000	69050	69250	70900	58600	
Supporting Data																				
Total Number	59	172	611	796	1138	1257	1409	1480	1560	4729	3967	3535	3223	2975	2523	2163	1661	2354	35614	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	2	10	8	22	16	23	84	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	61300	64450	70600	79400	86950	92750	96600	98700	99400	99200	97550	94850	2.2
Upper Quartile	0	0	0	0	0	0	0	57500	59950	64750	71450	77150	81550	84650	86550	87450	87700	87200	80350	2.2
Median	0	0	0	0	0	0	0	53350	55500	59600	65150	69700	73000	75150	76250	76650	76500	75600	70500	2.2
Lower Quartile	0	0	0	0	0	0	0	47850	49700	53150	57850	61700	64550	66450	67550	68000	68050	67500	62100	2.2
Lower Decile	0	0	0	0	0	0	0	43700	45150	47950	51750	54900	57300	58950	60050	60600	60850	60800	54250	2.2
Mean	0	0	0	0	0	0	0	53250	55450	59700	65550	70500	74350	77000	78600	79400	79600	79150	72700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	66950	67550	72950	79300	84450	92550	95500	97850	98700	99750	100050	94850	
Upper Quartile	0	0	0	0	0	0	0	59850	63300	68550	72700	74750	78650	83250	84850	88750	89700	89600	80350	
Median	0	0	0	0	0	0	0	52950	58550	62800	67100	68400	69700	73800	75400	76550	76600	78950	70500	
Lower Quartile	0	0	0	0	0	0	0	48650	50250	55150	59400	60800	61750	66500	66400	68500	67700	69600	62100	
Lower Decile	0	0	0	0	0	0	0	43850	46000	49100	53800	54500	54750	58750	58350	61400	60750	62850	54250	
Mean	0	0	0	0	0	0	0	54800	57250	62600	67100	69050	71550	75800	77200	80100	80350	81800	72700	
Supporting Data																				
Total Number	6	6	6	11	37	39	68	96	152	764	1011	1072	1148	1133	945	802	605	865	8766	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	2	9	7	21	15	22	80	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45550	47450	49400	51300	53200	55100	56900	60450	65250	69250	72350	74550	76000	76800	77200	77200	67200	2.2
Upper Quartile	0	0	43200	44950	46700	48400	50100	51750	53350	56350	60300	63350	65550	66950	67700	67900	67850	67300	60000	2.2
Median	0	0	40250	41750	43250	44750	46200	47600	48950	51500	54750	57250	59000	60050	60550	60700	60600	60050	53050	2.2
Lower Quartile	0	0	36900	38200	39450	40700	41950	43100	44250	46350	49100	51200	52700	53650	54150	54350	54350	54050	46150	2.2
Lower Decile	0	0	34150	35300	36450	37500	38550	39600	40550	42250	44400	45950	46950	47500	47650	47600	47400	46850	41100	2.2
Mean	0	0	40100	41650	43150	44650	46100	47550	48900	51500	54900	57600	59600	60900	61650	61950	62050	61750	54000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46400	46800	49550	52400	55000	55600	59100	61750	64800	66750	69250	71650	75150	78350	78350	81750	67200	
Upper Quartile	0	0	43150	44750	47300	49500	51700	52400	55400	57500	59900	61300	62700	64500	66500	68550	68550	71900	60000	
Median	0	0	40900	41800	43700	45700	47100	48050	50300	521[illegible]	54800	55750	57000	58300	59500	61000	61500	63150	53050	
Lower Quartile	0	0	37650	38050	39450	41450	42100	43400	45550	47100	49050	50100	51150	52150	53600	54300	55850	55950	46150	
Lower Decile	0	0	34450	35400	36750	38200	38200	39150	41550	43100	44400	45300	46150	46000	46500	48100	48550	48250	41100	
Mean	0	0	40800	41600	43450	45500	46850	47800	50400	52300	54750	56100	57650	59100	60900	62550	62900	64550	54000	
Supporting Data																				
Total Number	53	166	605	785	1101	1218	1340	1385	1408	3965	2957	2464	2075	1842	1578	1361	1056	1490	26848	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	4	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	61650	63050	64500	67700	72900	78250	83450	88200	92150	95250	97350	99450	87200	3.4
Upper Quartile	0	0	0	0	0	0	58700	59600	60600	62850	66800	71000	75050	78700	81650	83850	85300	86600	76650	3.6
Median	0	0	0	0	0	0	54400	55450	56500	58650	61850	64900	67700	70150	72200	73700	74800	75950	66300	3.2
Lower Quartile	0	0	0	0	0	0	50000	51150	52250	54400	57200	59650	61600	63150	64350	65200	65800	66500	59700	2.2
Lower Decile	0	0	0	0	0	0	45550	46750	47950	50150	53000	55300	57050	58250	59000	59400	59550	59550	53800	2.2
Mean	0	0	0	0	0	0	53950	55150	56400	58850	62550	66050	69250	72050	74350	76100	77300	78600	69200	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61600	62800	66000	67000	72850	79450	82900	87250	91750	97250	95800	99800	87200	
Upper Quartile	0	0	0	0	0	0	58350	59300	61050	63000	66650	71400	73600	79750	81900	84650	84300	86300	76650	
Median	0	0	0	0	0	0	53600	54700	56900	59100	62050	65100	66100	70050	73050	74750	74700	75200	66300	
Lower Quartile	0	0	0	0	0	0	50250	50750	51450	54550	57550	60000	60850	62800	64700	65350	65600	66600	59700	
Lower Decile	0	0	0	0	0	0	45850	47500	47150	50100	53050	55650	56300	57900	59350	60150	59900	58900	53800	
Mean	0	0	0	0	0	0	53550	54700	57000	58950	62600	66450	68050	71950	74800	77300	76700	78100	69200	
Supporting Data																				
Total Number	8	16	24	21	27	68	118	163	210	801	920	1026	948	978	1055	863	628	813	8686	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	5	9	10	5	8	38	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, PHD

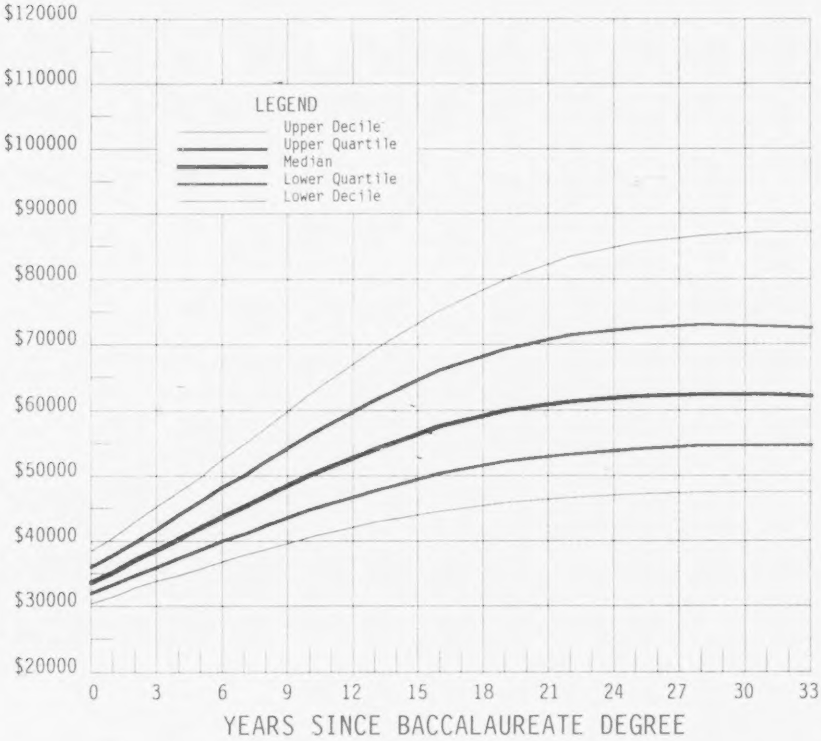
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	77550	82150	86950	91800	96650	101300	105700	109600	116450	99800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	71600	75850	79900	83650	87100	90200	92850	95050	98600	88650	2.2
Median	0	0	0	0	0	0	0	0	0	66350	70700	74500	77750	80400	82500	84100	85250	86750	80200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	58450	63900	68500	72050	74550	76150	76950	77250	77000	73000	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	50950	57300	62700	66750	69350	70650	71000	70700	69300	66700	2.2
Mean	0	0	0	0	0	0	0	0	0	65900	70900	75350	79200	82350	84900	86800	88200	90000	82650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74750	85950	86200	93800	94700	98600	112200	105450	116800	99800	
Upper Quartile	0	0	0	0	0	0	0	0	0	70550	76550	80300	84400	86150	89500	94400	93100	99550	88650	
Median	0	0	0	0	0	0	0	0	0	64600	71600	75300	77650	80550	82050	83800	83800	88500	80200	
Lower Quartile	0	0	0	0	0	0	0	0	0	55750	65700	70150	71150	73400	76400	77100	76500	77850	73000	
Lower Decile	0	0	0	0	0	0	0	0	0	45950	61050	65400	65600	68250	70350	70100	70300	71300	66700	
Mean	0	0	0	0	0	0	0	0	0	63900	72500	76050	79100	81800	84500	87600	86250	91350	82650	
Supporting Data																				
Total Number	0	1	1	1	4	1	1	3	16	52	104	236	240	341	406	338	200	216	2160	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	5	8	9	3	7	33	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	60550	61550	62550	63550	65700	69050	72500	75900	79200	82200	84800	86950	89950	78700	2.6
Upper Quartile	0	0	0	0	0	57200	58150	59100	60100	62000	64750	67450	69950	72300	74350	76150	77600	79750	69900	2.4
Median	0	0	0	0	0	53200	54250	55250	56250	58100	60700	62950	64850	66450	67750	68800	69600	70700	63200	2.2
Lower Quartile	0	0	0	0	0	49050	50100	51150	52150	54000	56450	58450	60000	61200	62050	62650	63000	63400	57800	2.2
Lower Decile	0	0	0	0	0	45050	46100	47150	48150	50000	52400	54200	55550	56450	56950	57250	57300	57250	52350	2.2
Mean	0	0	0	0	0	52950	54000	55050	56050	58050	60800	63300	65500	67400	69050	70350	71450	73050	64750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	61200	61350	62500	63500	66200	69750	72150	74450	79550	80750	85750	87500	90900	78700	
Upper Quartile	0	0	0	0	0	56450	58200	59100	60050	62650	65350	67300	68100	72050	74250	76800	78900	79700	69900	
Median	0	0	0	0	0	52350	53450	54550	56450	58900	61400	63050	63850	65250	67650	68400	70200	71650	63200	
Lower Quartile	0	0	0	0	0	49650	50200	50700	51050	54500	57050	58500	59300	60850	61650	62400	63050	64150	57800	
Lower Decile	0	0	0	0	0	47450	45800	47450	47050	50200	52600	54300	54950	55850	57150	58100	57800	56800	52350	
Mean	0	0	0	0	0	54150	53400	54500	55500	58600	61350	63600	64300	66700	68700	70650	72300	73350	64750	
Supporting Data																				
Total Number	8	15	23	20	24	67	117	160	194	749	815	790	708	637	649	525	428	597	6526	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

ALL INDUSTRY CURVES AND TABLES, BY SIZE OF EMPLOYERS

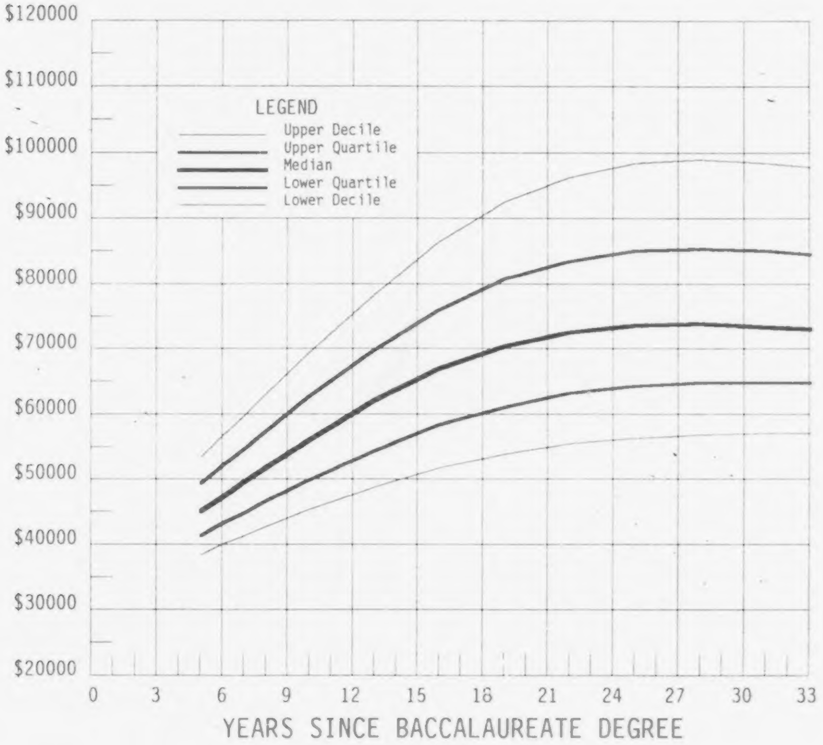
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40650	42900	45250	47600	50000	52500	54950	57450	62350	69250	75300	80100	83500	85650	86800	87200	86850	72750	2.2
Upper Quartile	35900	37850	39850	41900	43950	46050	48150	50200	52300	56300	61700	66150	69400	71500	72600	72950	72850	71900	61800	2.2
Median	33650	35300	36950	38650	40350	42050	43750	45400	47000	50100	54250	57500	59900	61400	62200	62450	62350	61700	51750	2.2
Lower Quartile	32000	33350	34650	36000	37350	38650	39950	41200	42450	44800	47850	50300	52150	53400	54150	54550	54650	54500	42950	2.2
Lower Decile	30500	31600	32700	33750	34800	35850	36900	37850	38800	40550	42850	44600	45900	46750	47250	47500	47550	47400	36800	2.2
Mean	34100	35750	37450	39150	40900	42600	44350	46050	47750	51000	55400	59050	61850	63750	64900	65500	65700	65450	53950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37650	39800	42750	45150	48300	50100	52850	55000	58950	63400	68800	73650	78200	82100	85750	88700	86850	88700	72750	
Upper Quartile	35550	37050	39600	41700	44150	46050	48450	50300	53650	57450	61800	65000	67000	70000	72950	73600	72450	74100	61800	
Median	33650	34800	36750	38350	40250	42200	43950	45500	47800	50850	54350	57000	58400	60450	61850	63150	62100	63050	51750	
Lower Quartile	32100	32900	34600	35550	37300	38900	40100	41400	43100	45300	47750	49700	51200	53050	53850	55700	54950	54700	42950	
Lower Decile	30550	31400	32600	33200	34650	36200	36750	38000	39050	41250	42900	44050	45200	46150	46750	48400	48050	47650	36800	
Mean	34150	35300	37350	38900	40950	42700	44450	46050	48500	51750	55350	58350	60450	62900	64950	66500	65600	66350	53950	
Supporting Data																				
Total Number	1893	2526	3025	2720	3215	4061	4289	3939	3790	11405	8824	7535	7006	6396	5274	4540	4245	5511	90196	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	5	7	30	44	36	36	60	217	
Less Than $22000	0	0	0	2	1	1	0	0	0	0	0	0	1	1	1	1	0	0	9	

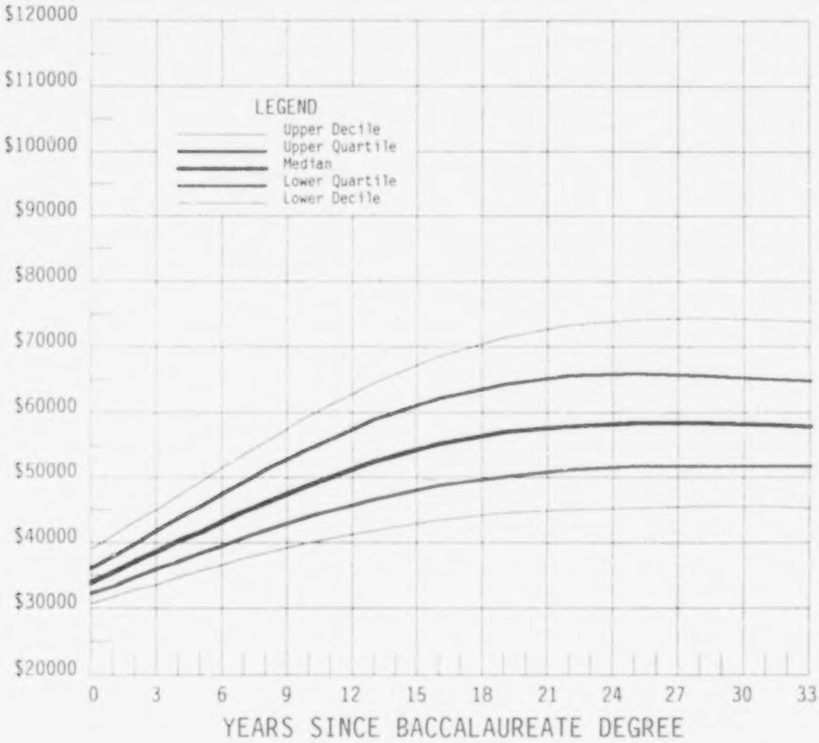
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53350	56450	59650	62850	69300	78500	86450	92500	96400	98350	98850	98400	96250	91800	2.2
Upper Quartile	0	0	0	0	0	49450	52100	54750	57400	62650	70000	76100	80700	83600	85000	85350	85000	83350	77150	2.2
Median	0	0	0	0	0	45050	47300	49550	51800	56100	62050	66900	70400	72600	73600	73800	73450	72050	66800	2.2
Lower Quartile	0	0	0	0	0	41350	43100	44850	46600	49950	54500	58300	61150	63100	64200	64700	64800	64350	56450	2.2
Lower Decile	0	0	0	0	0	38500	39900	41300	42650	45250	48800	51650	53850	55400	56300	56800	57000	56850	48550	2.2
Mean	0	0	0	0	0	45750	47950	50250	52450	56900	63000	68200	72150	74800	76300	76950	76950	76100	68650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55500	57800	60850	65650	71500	78100	83900	90850	95150	97700	98950	98550	99200	91800	
Upper Quartile	0	0	0	0	0	49900	52100	55000	60550	65250	70800	74300	78050	81100	84400	85550	85550	86600	77150	
Median	0	0	0	0	0	45150	47000	49600	52900	57150	63050	66550	68400	71250	73900	73750	72850	74000	66800	
Lower Quartile	0	0	0	0	0	41150	42900	44700	47850	50600	55150	58050	59450	62750	64250	64800	64750	65300	56450	
Lower Decile	0	0	0	0	0	38450	39550	41750	44050	45800	49550	51250	52350	55050	55900	57350	56950	57800	48550	
Mean	0	0	0	0	0	46100	47950	50650	54150	58350	63600	67300	70050	73500	76300	77300	76800	78100	58650	
Supporting Data																				
Total Number	34	74	93	76	120	211	297	381	464	2087	2090	2189	2201	2171	1839	1586	1417	1749	19078	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	5	7	30	42	33	29	54	200	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Tota's	Z
Smooth Curve Data																				
Upper Decile	39050	41050	43100	45200	47250	49350	51450	53500	55550	59400	64550	68600	71550	73300	74150	74350	74100	73100	64500	2.2
Upper Quartile	36100	37950	39850	41750	43650	45600	47450	49300	51100	54500	58900	62200	64350	65500	65800	65550	65050	63650	57350	2.2
Median	33850	35400	37000	38550	40150	41700	43250	44750	46200	48900	52450	55100	56950	58000	58450	58450	58200	57400	48650	2.2
Lower Quartile	32200	33450	34700	35950	37200	38450	39600	40750	41900	43950	46600	48700	50200	51150	51650	51850	51850	51500	41300	2.2
Lower Decile	30600	31650	32700	33700	34700	35700	36650	37550	38400	40000	42000	43500	44550	45150	45450	45550	45500	45200	35900	2.2
Mean	34350	35950	37500	39050	40650	42200	43700	45200	46650	49400	53000	55750	57750	58950	59550	59750	59600	59000	50000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	39650	42600	44950	48100	49800	52550	54350	57750	61000	63900	66400	67950	70100	73150	75050	74700	77900	64500	
Upper Quartile	35500	36950	39450	41550	43950	45850	48100	49750	52750	55750	58900	60700	61700	63050	64650	66400	65000	67050	57350	
Median	33650	34750	36700	38250	40100	42100	43750	45150	47100	49650	52200	54200	55500	56700	57700	59200	58500	59050	48650	
Lower Quartile	32100	32850	34600	35500	37200	38800	39950	41100	42600	44600	46500	47750	49000	50250	50950	53100	52550	52250	41300	
Lower Decile	30550	31400	32600	33200	34550	36150	36600	37700	38750	40650	42000	42750	43850	44250	45100	46350	46100	45650	35900	
Mean	34000	35200	37200	38800	40800	42500	44200	45550	47700	50300	52800	54650	56050	57400	58900	60650	60000	60850	50000	
Supporting Data																				
Total Number	1859	2452	2933	2645	3095	3850	3992	3558	3326	9318	6734	5346	4806	4225	3434	2954	2829	3761	71118	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	7	5	17	
Less Than $22000	0	0	0	2	1	1	0	0	0	0	0	0	1	1	1	1	0	0	9	

1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37000	39050	41200	43400	45700	48000	50350	52700	55050	59700	66350	72100	76700	80050	82200	83350	83800	83600	68500	2.2
Upper Quartile	35050	36800	38650	40500	42400	44300	46200	48050	49900	53500	58400	62500	65600	67700	68900	69500	69600	69150	57550	2.2
Median	33500	34950	36450	37950	39450	40950	42400	43850	45250	47950	51500	54400	56600	58050	58950	59400	59550	59350	47550	2.2
Lower Quartile	32050	33200	34400	35550	36700	37850	38950	40050	41100	43100	45750	47950	49650	50850	51700	52200	52500	52700	40100	2.2
Lower Decile	30550	31500	32450	33400	34300	35200	36050	36900	37700	39200	41150	42700	43900	44750	45300	45650	45800	45900	35100	2.2
Mean	33650	35200	36750	38300	39850	41450	43000	44550	46050	49000	52950	56300	58950	60800	62050	62800	63150	63250	50500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	39250	41300	43250	45600	47000	49750	52300	55400	61300	66350	71750	75650	79100	81700	84000	82650	85000	68500	
Upper Quartile	35500	36800	38400	40300	42200	44150	46200	47950	50300	54500	58400	62400	63950	67150	68250	69800	69050	70600	57550	
Median	33650	34650	36300	37500	39250	41250	42750	44100	45800	48650	51050	53850	55500	57650	58450	59750	59400	60450	47550	
Lower Quartile	32100	32800	34400	35000	36650	38300	39200	40350	41700	43650	45500	47150	48650	50600	50950	53200	53250	53000	40100	
Lower Decile	30550	31350	32450	32800	34100	35600	36150	37000	38100	39650	41150	42150	43300	44250	45050	46150	46550	46000	35100	
Mean	34100	35050	36750	38000	39650	41450	42950	44500	46350	49750	52700	55850	58000	60650	61950	63350	63000	63750	50500	
Supporting Data																				
Total Number	1873	2430	2620	2158	2380	3074	3170	2706	2431	7082	5048	4145	3911	3581	2788	2410	2611	3488	57905	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	25	30	16	22	41	146	
Less Than $22000	0	0	0	2	1	1	0	0	0	0	0	0	1	1	1	1	0	0	8	

1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52100	55150	58250	61350	67650	76700	84600	90800	94900	97150	97950	97750	96050	87350	2.2
Upper Quartile	0	0	0	0	0	47950	50400	52900	55350	60200	66950	72600	76900	79650	81100	81550	81400	80150	72800	2.2
Median	0	0	0	0	0	44100	46150	48150	50150	54050	59300	63600	66750	68750	69750	70050	69850	63900	62450	2.2
Lower Quartile	0	0	0	0	0	40700	42300	43900	45450	48400	52400	55700	58150	59850	60800	61250	61400	61050	53200	2.2
Lower Decile	0	0	0	0	0	37800	39100	40350	41600	43950	47150	49800	51800	53250	54200	54700	55000	55050	45850	2.2
Mean	0	0	0	0	0	44750	46850	48950	51050	55150	60850	65650	69350	71900	73400	74050	74200	73650	65100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	54550	55550	59450	63500	69750	75950	82200	87500	94500	97750	98100	97950	98450	87350	
Upper Quartile	0	0	0	0	0	49500	50500	54200	57650	61700	67250	71700	74850	77250	79500	81000	81550	83900	72800	
Median	0	0	0	0	0	45000	46300	49100	51650	54750	59700	63550	65000	67600	68500	69700	69950	71150	62450	
Lower Quartile	0	0	0	0	0	40950	42250	44450	46800	49300	53200	55100	56250	58950	60300	60950	61850	62700	53200	
Lower Decile	0	0	0	0	0	38350	39200	41550	42950	44500	47300	49150	50650	53150	53100	55050	55400	56000	45850	
Mean	0	0	0	0	0	45800	47050	50100	52550	56200	60950	64850	67400	70950	73000	73750	74150	75850	65100	
Supporting Data																				
Total Number	34	73	90	70	105	195	249	321	341	1500	1312	1314	1293	1245	960	851	865	1110	11927	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	25	30	16	18	37	137	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37450	39300	41200	43150	45100	47000	48950	50850	52700	56300	61050	64900	67650	69450	70400	70700	70600	69850	60650	2.2
Upper Quartile	35400	37050	38700	40350	42000	43600	45250	46800	48350	51250	55050	58050	60200	61500	62150	62350	62200	61600	52900	2.2
Median	33700	35100	36450	37800	39200	40500	41800	43100	44350	46650	49650	52000	53700	54850	55450	55700	55750	55450	44950	2.2
Lower Quartile	32200	33300	34400	35500	36550	37600	38600	39550	40500	42250	44500	46300	47600	48500	49050	49350	49450	49400	38600	2.2
Lower Decile	30600	31500	32400	33300	34150	34950	35750	36500	37250	38600	40300	41700	42700	43400	43850	44100	44200	44200	34450	2.2
Mean	33950	35350	36750	38150	39500	40850	42200	43500	44750	47150	50300	52800	54650	55900	56700	57050	57150	57000	46700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37450	39050	40950	43000	45000	46650	49250	50950	53450	58150	60850	63250	65150	67800	69850	70900	69850	72800	60650	
Upper Quartile	35450	36700	38150	40200	41900	43850	45900	46950	49200	52400	54400	56950	58600	60200	61350	62850	62050	63600	52900	
Median	33600	34600	36250	37450	39100	41050	42550	43600	45100	47300	48900	50700	52350	54200	54700	56600	56500	56450	44950	
Lower Quartile	32100	32800	34350	34950	36550	38200	39000	39900	41250	42800	44350	45100	46450	47550	48350	49750	50550	50300	38600	
Lower Decile	30550	31300	32400	32800	34050	35450	36050	36650	37600	38900	40050	41200	42000	42650	43800	44700	45100	44300	34450	
Mean	33950	35000	36600	37850	39400	41150	42600	43700	45350	48000	49800	51700	53400	55150	56150	57650	57500	58150	46700	
Supporting Data																				
Total Number	1839	2357	2530	2087	2275	2880	2921	2385	2091	5582	3736	2831	2618	2336	1828	1559	1746	2378	45978	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	4	9	
Less Than $22000	0	0	0	2	1	1	0	0	0	0	0	0	1	1	1	1	0	0	8	

1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45700	47950	50200	52500	54800	57100	59400	63900	70300	75900	80450	83900	86300	87750	88600	89100	75100	2.2
Upper Quartile	0	0	44650	46400	48250	50000	51800	53550	55300	58600	63050	66800	69800	71950	73400	74250	74700	74950	64200	2.2
Median	0	0	42250	43750	45200	46650	48050	49450	50750	53250	56550	59150	61150	62500	63350	63800	64000	63950	56000	2.2
Lower Quartile	0	0	38750	40000	41200	42400	43600	44750	45800	47900	50550	52700	54350	55500	56200	56650	56850	56900	48550	2.2
Lower Decile	0	0	36050	37100	38150	39200	40150	41100	42000	43700	45800	47450	48600	49400	49850	50050	50100	50000	43100	2.2
Mean	0	0	41600	43150	44750	46300	47850	49400	50850	53700	57550	60700	63200	65000	66250	67000	67400	67600	58050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44900	47050	49800	52650	55750	56400	60800	64850	70700	73600	79300	82950	87150	89050	88700	89950	75100	
Upper Quartile	0	0	43150	45300	48050	50250	52600	53300	56850	59450	63550	65400	67850	71150	73900	74350	74300	77150	64200	
Median	0	0	41450	42550	45050	46850	48750	49000	51900	53850	57250	58350	59650	61800	62700	64500	63700	65750	56000	
Lower Quartile	0	0	38550	39350	40750	42350	44000	44550	46700	48250	51150	52050	53600	54700	55550	57250	57200	57800	48550	
Lower Decile	0	0	36300	36400	38000	39000	40250	40600	42400	44350	46200	46850	48050	49000	48500	51250	50600	50500	43100	
Mean	0	0	41150	42350	44550	46300	48350	48850	51800	54400	58050	59750	62150	64200	65950	67700	67400	68800	58050	
Supporting Data																				
Total Number	20	95	404	561	824	947	1045	1114	1216	3699	3037	2556	2340	2100	1738	1506	1173	1483	25859	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	4	7	11	9	14	46	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	61750	65000	71500	80650	88350	94050	97600	99150	99300	98600	96100	95300	2.2
Upper Quartile	0	0	0	0	0	0	0	58250	60800	65700	72450	78000	82150	84850	86250	86700	86550	85400	79700	2.2
Median	0	0	0	0	0	0	0	54450	56650	60900	66500	70900	73850	75500	76100	75950	75400	73750	70550	2.2
Lower Quartile	0	0	0	0	0	0	0	48750	50650	54300	59100	62900	65600	67150	67850	67900	67600	66450	62850	2.2
Lower Decile	0	0	0	0	0	0	0	44600	46150	49000	52850	56000	58300	59850	60700	61100	61150	60800	54800	2.2
Mean	0	0	0	0	0	0	0	54050	56300	60700	66650	71500	75050	77350	78500	78850	78650	77600	72650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	64850	68100	73600	80150	85950	95300	95850	97600	98550	99200	98850	95300	
Upper Quartile	0	0	0	0	0	0	0	59700	63950	69500	73400	75250	79700	83150	85100	86900	88200	88400	79700	
Median	0	0	0	0	0	0	0	52300	60200	64350	68050	68950	70750	74000	75950	75300	75400	77200	70550	
Lower Quartile	0	0	0	0	0	0	0	46100	51150	56600	60900	61650	62600	66700	67700	68250	67050	68550	62850	
Lower Decile	0	0	0	0	0	0	0	42900	47500	50600	53950	55550	55650	60250	59100	61850	61000	62650	54800	
Mean	0	0	0	0	0	0	0	53550	58350	63650	67900	69850	72400	75850	77650	79150	79300	80350	72650	
Supporting Data																				
Total Number	0	1	3	5	15	17	47	60	119	565	712	701	721	705	599	515	402	522	5708	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	4	6	11	8	13	43	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45700	47600	49500	51450	53300	55150	56950	60350	64800	68300	70800	72400	73250	73550	73450	72800	65500	2.2
Upper Quartile	0	0	43650	45450	47250	49000	50700	52350	53900	56850	60450	63100	64750	65500	65650	65400	64900	63700	59600	2.2
Median	0	0	41150	42700	44200	45700	47150	48500	49850	52250	55250	57450	58800	59500	59700	59550	59200	58300	53350	2.2
Lower Quartile	0	0	37950	39250	40500	41750	42950	44100	45200	47200	49700	51600	52800	53500	53800	53750	53600	53000	46900	2.2
Lower Decile	0	0	35400	36550	37650	38700	39700	40700	41600	43250	45200	46550	47350	47700	47700	47500	47200	46500	42050	2.2
Mean	0	0	40900	42450	43950	45400	46850	48250	49600	52100	55250	57600	59200	60150	60550	60600	60400	59750	53950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44750	47000	49800	52600	55450	55900	59400	61750	64200	65700	67850	69200	72000	74750	74600	78650	65500	
Upper Quartile	0	0	43100	45300	48050	50150	52400	53050	55950	57800	60000	61000	62150	63250	64450	66750	65900	67700	59600	
Median	0	0	41400	42550	45050	46800	48600	48850	51400	52700	55200	55800	56900	57800	58550	60450	60400	61250	53350	
Lower Quartile	0	0	38550	39350	40650	42350	43850	44450	46250	47500	49800	50350	51650	52200	53100	54650	54600	54650	46900	
Lower Decile	0	0	36300	36400	38000	39000	40100	40400	42100	44000	45250	45450	46700	46650	46150	48900	48100	47700	42050	
Mean	0	0	41100	42300	44500	46250	48150	48600	51100	52700	55050	55900	57550	58300	59800	61750	61200	62500	53950	
Supporting Data																				
Total Number	20	95	401	555	809	930	998	1054	1098	3134	2325	1856	1619	1395	1139	991	771	960	20151	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	61050	62450	63900	67050	72100	77350	82450	87050	90900	93850	95900	97900	84800	3.4
Upper Quartile	0	0	0	0	0	0	59000	59800	60750	62900	66600	70500	74200	77500	80200	82200	83500	84650	74950	3.6
Median	0	0	0	0	0	0	55600	56500	57400	59200	61950	64550	66900	69000	70700	71950	72900	73850	65450	3.2
Lower Quartile	0	0	0	0	0	0	51300	52360	53400	55300	57800	59800	61400	62550	63400	63900	64250	64600	59850	2.2
Lower Decile	0	0	0	0	0	0	48150	48900	49700	51400	53700	55600	56950	57850	58350	58600	58700	58750	54700	5.4
Mean	0	0	0	0	0	0	54900	55900	57000	59200	62500	65750	68650	71200	73200	74700	75750	76750	68450	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61450	63050	63550	66850	71500	78800	82500	85600	90500	95750	93150	99350	84800	
Upper Quartile	0	0	0	0	0	0	58500	60000	60850	63100	66350	70850	73100	77650	81450	83150	83000	83250	74950	
Median	0	0	0	0	0	0	54750	56150	57600	59450	62100	64950	65750	68000	72000	72300	73950	72750	65450	
Lower Quartile	0	0	0	0	0	0	51550	51500	53500	55250	58050	60200	60850	62050	63650	63950	64600	64500	59850	
Lower Decile	0	0	0	0	0	0	50050	48400	49100	50950	53950	56300	56600	57600	58800	59450	58800	57100	54700	
Mean	0	0	0	0	0	0	54950	55700	56800	59250	62550	66250	67900	70300	73950	75750	75550	76150	68450	
Supporting Data																				
Total Number	0	1	1	2	11	40	74	120	143	624	739	834	755	715	748	624	461	540	6431	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	6	8	5	5	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

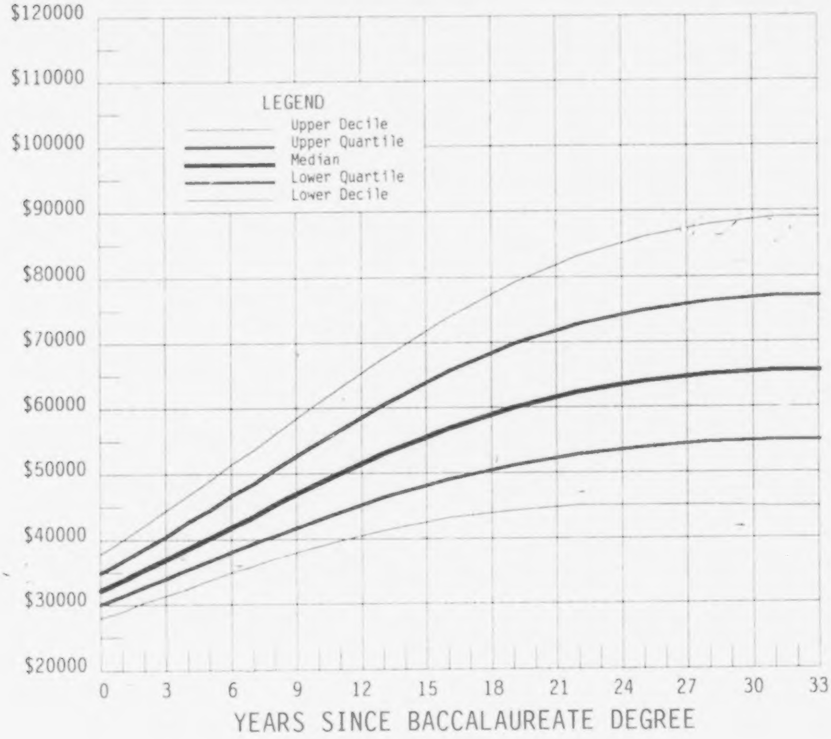
1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	73750	79300	84750	90050	95100	99700	103800	107300	113150	98150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	71450	75650	79600	83200	86450	89300	91700	93700	96800	87100	2.2
Median	0	0	0	0	0	0	0	0	0	66950	71600	75300	78100	80100	81550	82500	83150	83800	79600	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	62850	67050	70250	72600	74250	75350	76100	76550	76950	73300	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	57350	62500	65950	68150	69500	70300	70700	70950	71050	68150	4.4
Mean	0	0	0	0	0	0	0	0	0	66450	71200	75450	79000	81900	84150	85850	87050	88600	82100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74400	78300	84550	93750	91700	98000	111400	100000	115850	98150	
Upper Quartile	0	0	0	0	0	0	0	0	0	71950	74700	80200	84300	84750	89250	93900	90350	98550	87100	
Median	0	0	0	0	0	0	0	0	0	68850	71000	75150	78150	79400	82300	82950	82600	83350	79600	
Lower Quartile	0	0	0	0	0	0	0	0	0	64650	66300	70450	72150	73600	76650	76000	76150	76350	73300	
Lower Decile	0	0	0	0	0	0	0	0	0	58300	61400	66150	68100	69150	72050	69400	70700	70600	68150	
Mean	0	0	0	0	0	0	0	0	0	67400	70450	75800	79500	80600	84600	86900	85250	89300	82100	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	4	22	66	174	187	221	281	220	150	117	1442	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	6	6	3	4	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	62350	63100	63950	65650	68450	71450	74550	77750	80850	83850	86500	91300	76950	2.2
Upper Quartile	0	0	0	0	0	0	59300	60100	60850	62350	64600	66800	68950	70950	72800	74450	75850	78250	68450	2.2
Median	0	0	0	0	0	0	55650	56500	57300	58850	60950	62750	64300	65550	66600	67400	68050	68950	62950	2.2
Lower Quartile	0	0	0	0	0	0	51200	52200	53150	54900	57150	58850	60100	60950	61450	61700	61800	61750	58200	2.2
Lower Decile	0	0	0	0	0	0	47300	48400	49400	51250	53450	55100	56100	56650	56850	56800	56600	56050	53550	2.2
Mean	0	0	0	0	0	0	55100	56050	56950	58650	61050	63200	65150	66800	68200	69350	70250	71650	64500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61450	63050	63300	66250	69350	71700	72900	77750	79550	84400	84850	93900	76950	
Upper Quartile	0	0	0	0	0	0	58500	60000	60600	62850	65350	67150	67450	69850	72350	74750	77400	78650	68450	
Median	0	0	0	0	0	0	54750	56100	57450	59250	61650	63150	63550	64100	66150	67150	69100	69800	62950	
Lower Quartile	0	0	0	0	0	0	51550	51500	53350	55100	57650	59000	59400	60500	61050	61750	62050	62300	58200	
Lower Decile	0	0	0	0	0	0	50050	48400	48900	50900	53700	55450	55550	56100	57000	57650	56700	55800	53550	
Mean	0	0	0	0	0	0	54950	55650	56500	59000	61750	63750	64050	65650	67550	69650	70850	72500	64500	
Supporting Data																				
Total Number	0	1	1	2	11	40	74	120	138	602	674	659	568	494	467	404	311	423	4989	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

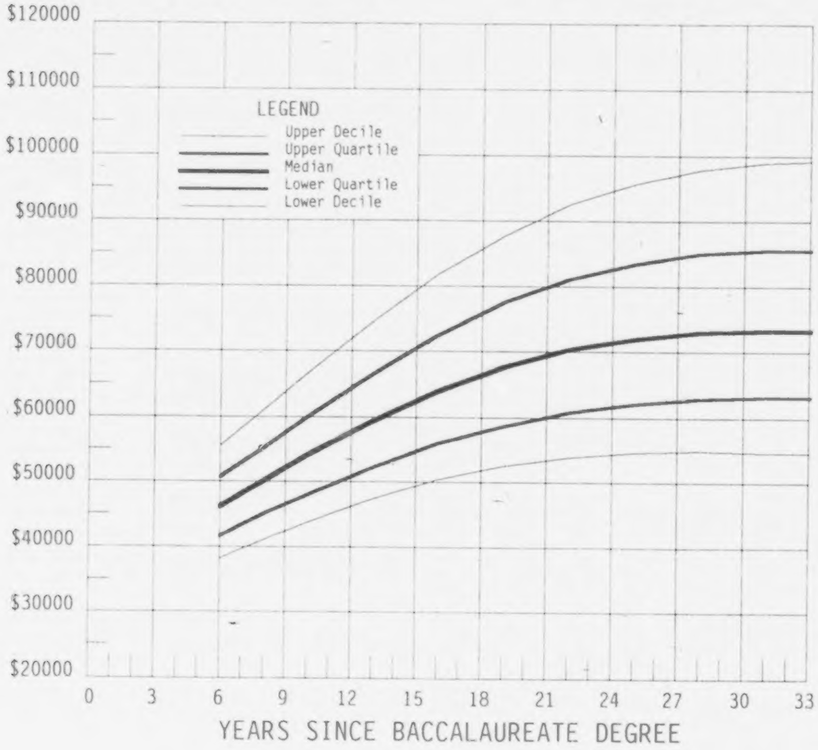
SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	40100	42250	44450	46700	49000	51350	53700	56100	60850	67750	73950	79150	83150	86050	87900	89000	89800	76550	2.2
Upper Quartile	34850	36700	38600	40550	42550	44550	46600	48650	50700	54800	60550	65650	69800	72900	75050	76350	77050	77350	64000	2.2
Median	32150	33750	35350	36950	38600	40300	41950	43600	45300	48500	53000	56900	60100	62450	64050	65050	65600	65950	51650	2.2
Lower Quartile	30150	31450	32800	34100	35450	36750	38050	39350	40650	43050	46400	49150	51300	52900	53950	54600	54950	55100	41550	2.2
Lower Decile	27900	29100	30300	31450	32650	33800	34900	36000	37050	38950	41400	43150	44350	44950	45150	45100	44850	44200	35300	2.2
Mean	32800	34400	36050	37700	39400	41050	42800	44500	46150	49450	54100	58100	61350	63800	65550	66600	67250	67650	54450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39000	40550	43450	43650	45800	48650	50200	54200	56350	62050	69350	72850	75950	84350	85450	88950	91300	89350	76550	
Upper Quartile	35350	36700	38700	40150	41800	43850	46550	49950	51350	56050	61300	64350	66850	73150	75250	77850	78000	77450	64000	
Median	33000	33650	34550	36400	38400	40000	42400	44350	46600	49650	53500	55200	57100	62750	65300	66000	67700	65600	51650	
Lower Quartile	30550	31250	32000	33800	35350	36850	38600	39800	41700	44350	46300	46900	48350	54300	56000	55950	58500	53700	41550	
Lower Decile	27950	28900	29400	32050	32400	34200	35200	36150	38400	39550	41050	41200	41800	45500	48350	47050	51100	41650	35300	
Mean	33600	34500	35600	37350	39100	40900	42800	45050	47150	50600	54450	56500	58500	64500	66600	67800	69850	66900	54450	
Supporting Data																				
Total Number	586	757	973	978	1103	1442	1336	1217	1231	3177	2511	2799	2548	2317	1892	1744	1440	3181	31233	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	2	12	2	14	10	41	84	
Less Than $22000	3	1	0	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	7	

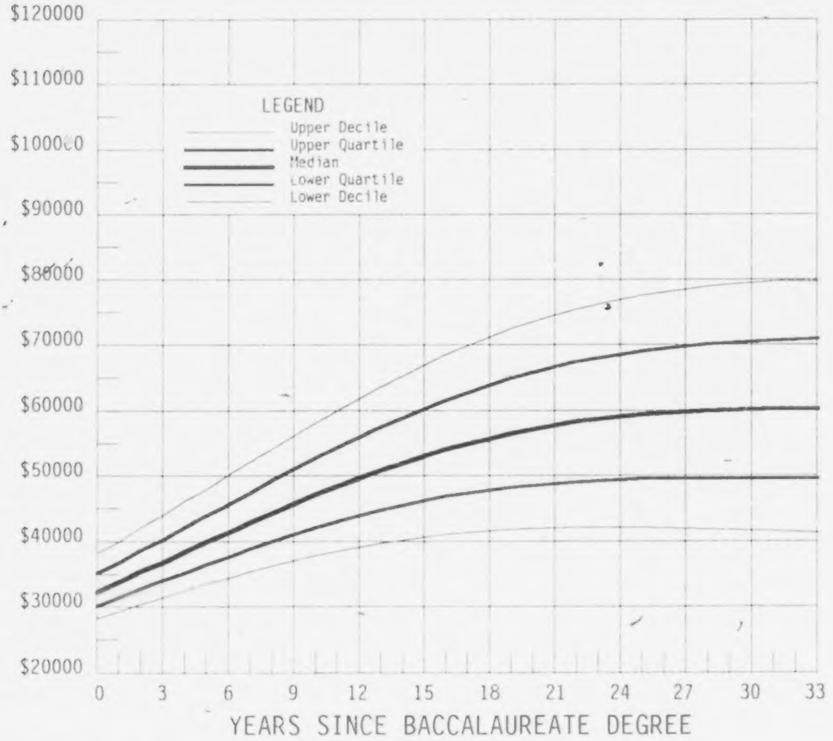
SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	55600	58350	61100	66550	74550	81800	87850	92550	95800	97850	99000	99600	90500	2.2
Upper Quartile	0	0	0	0	0	0	50550	52950	55300	60000	66750	72650	77500	81100	83500	84950	85600	85800	77550	2.2
Median	0	0	0	0	0	0	46250	48250	50200	54050	59450	64050	67700	70350	72050	73000	73400	73350	66300	2.2
Lower Quartile	0	0	0	0	0	0	41700	43350	44950	48050	52300	55950	58750	60800	62150	62900	63250	63300	55950	2.2
Lower Decile	0	0	0	0	0	0	38200	39700	41100	43850	47450	50350	52500	53850	54600	54850	54800	54250	49100	2.2
Mean	0	0	0	0	0	0	46900	48950	51000	55050	60750	65700	69700	72650	74600	75750	76300	76450	68800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59550	65900	67150	71250	75700	79200	83650	90600	93600	96750	102200	103300	90500	
Upper Quartile	0	0	0	0	0	0	52000	60550	58100	63150	68100	71150	73650	79950	81350	86150	88000	87600	77550	
Median	0	0	0	0	0	0	48400	53800	50850	57400	59900	63000	63700	69500	72950	74250	75050	73900	66300	
Lower Quartile	0	0	0	0	0	0	45750	50500	42650	50100	53400	54500	54550	61400	63700	64200	66600	62500	55950	
Lower Decile	0	0	0	0	0	0	42600	44800	39000	45800	47550	50300	48350	54350	55900	53950	60950	53250	49100	
Mean	0	0	0	0	0	0	49700	54950	52750	58550	61550	64150	65450	72250	74100	76550	79150	77400	68800	
Supporting Data																				
Total Number	9	16	9	37	54	73	117	99	128	572	712	1022	993	997	770	709	560	1179	8056	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	2	12	2	14	10	41	84	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38200	40100	42050	44050	46050	48050	50100	52150	54200	58150	63750	68650	72600	75600	77700	79000	79700	80150	68450	2.2
Upper Quartile	35100	36800	38550	40300	42100	43900	45650	47450	49250	52700	57500	61650	65000	67450	69150	70200	70750	71100	57700	2.2
Median	32350	33850	35350	36850	38350	39900	41400	42900	44350	47200	51000	54150	56600	58350	59450	60100	60350	60500	46950	2.2
Lower Quartile	30250	31500	32800	34050	35300	36500	37700	38900	40000	42100	44800	46850	48300	49200	49600	49700	49650	49150	39100	2.2
Lower Decile	28250	29350	30450	31500	32550	33550	34500	35400	36250	37850	39700	41000	41750	42050	42050	41800	41500	40750	34150	2.2
Mean	32950	34450	35950	37450	38950	40450	41950	43450	44900	47650	51450	54600	57050	58850	60000	60650	61000	61050	49500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38500	40150	43200	43400	44800	47950	49550	52850	55250	59550	65000	66250	69450	75350	78300	80250	81350	80400	68450	
Upper Quartile	35250	36450	38550	39950	41400	43550	45750	48800	50700	54000	58300	59150	61700	66750	69750	70850	72050	72050	57700	
Median	32950	33550	34500	36300	38200	39850	41850	43700	46350	48500	51100	51350	53600	58250	60750	60950	62550	60450	46950	
Lower Quartile	30500	31200	31950	33750	35150	36750	38300	39400	41650	43400	44400	43850	45400	49800	51900	51150	54350	47850	39100	
Lower Decile	27900	28900	29350	32000	32300	34100	34800	35800	38300	38800	39200	39000	38350	41750	44550	43250	47750	39200	34150	
Mean	33250	34300	35500	37100	38500	40500	42150	44150	46500	48850	51650	52100	54100	58650	61500	61800	63950	60700	49500	
Supporting Data																				
Total Number	577	741	964	941	1049	1370	1219	1118	1103	2605	1799	1777	1556	1320	1123	1035	880	2002	23177	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	1	0	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	7	

1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36400	38450	40600	42750	45000	47250	49600	51900	54250	58850	65400	71150	75750	79050	81200	82350	82850	82700	70850	2.2
Upper Quartile	33950	35750	37600	39500	41450	43400	45350	47350	49300	53100	58400	62900	66350	68800	70300	71050	71250	70950	59450	2.2
Median	31750	33250	34850	36400	38000	39600	41150	42750	44300	47250	51250	54600	57100	58850	59950	60450	60650	60400	48100	2.2
Lower Quartile	29800	31050	32350	33700	34950	36250	37500	38750	39900	42150	45050	47300	48950	49950	50450	50600	50550	50100	39250	2.2
Lower Decile	27800	28950	30050	31150	32250	33300	34350	35350	36250	37950	40000	41450	42300	42700	42700	42500	42150	41400	34050	2.2
Mean	32050	33600	35200	36800	38450	40100	41700	43350	44950	48000	52250	55800	58500	60450	61650	62300	62550	62450	50850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37250	38250	40400	41950	43950	46800	49500	53750	55150	61350	66100	69300	72500	78000	79750	80350	86150	84400	70850	
Upper Quartile	34900	35750	36600	38900	40750	42750	46150	48950	50550	55050	59000	61550	62550	67250	70800	70300	74450	71950	59450	
Median	32800	33250	33850	35600	37700	39300	42200	43500	45600	48750	51250	52850	53850	59600	60650	60900	64100	60150	48100	
Lower Quartile	30350	30950	31350	33300	34700	36450	38500	39350	40750	43500	44950	44650	46200	51900	51800	51750	55250	48850	39250	
Lower Decile	27800	28750	28850	31500	31850	33750	35150	35850	37900	38750	39600	39550	39500	43250	44750	44200	49500	39550	34050	
Mean	32800	33550	34200	36350	37950	39850	42450	44300	46200	49750	52400	53850	55350	60650	62150	62250	66450	62450	50850	
Supporting Data																				
Total Number	550	685	802	792	862	1178	1012	885	910	2252	1636	1862	1696	1420	989	999	875	2206	21609	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	4	1	5	3	33	47	
Less Than $22000	3	1	0	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	7	

1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52150	54800	57450	60150	65450	73000	79600	84850	88600	90900	92100	92450	91950	85750	2.2
Upper Quartile	0	0	0	0	0	47300	49500	51700	53900	58250	64300	69500	73600	76550	78400	79400	79750	79500	72850	2.2
Median	0	0	0	0	0	43600	45400	47250	49050	52550	57350	61350	64450	66600	67950	68600	68850	68600	62550	2.2
Lower Quartile	0	0	0	0	0	39400	40950	42500	44000	46850	50700	53850	56200	57800	58700	59100	59200	58850	53400	2.2
Lower Decile	0	0	0	0	0	36250	37650	39000	40350	42900	46250	48900	50800	52050	52650	52850	52750	52250	47300	2.2
Mean	0	0	0	0	0	44100	46050	48000	49900	53650	58800	63250	66700	69150	70700	71550	71900	71750	65100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	57550	58650	63600	64250	71800	72750	75600	80300	87100	90950	87850	97800	94850	85750	
Upper Quartile	0	0	0	0	0	49750	51000	59150	55400	63000	63900	67900	70600	74750	75600	78100	82800	82000	72850	
Median	0	0	0	0	0	44300	48300	53800	49100	57350	57200	59650	60500	64250	69800	68650	72150	69450	62550	
Lower Quartile	0	0	0	0	0	38800	45750	49950	40600	50650	49950	52550	51450	59300	60400	58650	64700	58000	53400	
Lower Decile	0	0	0	0	0	36500	42900	43400	38750	45600	45950	48050	46800	52750	52650	51800	60650	51300	47300	
Mean	0	0	0	0	0	45700	49300	53850	50700	58700	58650	61450	62300	68050	70350	70150	76150	73200	65100	
Supporting Data																				
Total Number	4	10	5	31	34	52	103	73	104	411	455	672	616	600	423	380	370	825	5169	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	4	1	5	3	33	47	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36700	38550	40500	42500	44500	46500	48550	50550	52550	56350	61600	65900	69200	71400	72650	73200	73250	72700	62550	2.2
Upper Quartile	34300	35950	37650	39350	41050	42800	44500	46200	47850	51050	55350	58900	61550	63300	64350	64800	64900	64500	53500	2.2
Median	32150	33550	35000	36400	37800	39200	40550	41900	43200	45700	49000	51650	53000	54900	55650	56000	56100	55850	44050	2.2
Lower Quartile	29850	31150	32400	33650	34900	36100	37250	38350	39400	41350	43650	45200	46100	46400	46300	45950	45500	44500	37350	2.2
Lower Decile	28050	29100	30100	31100	32100	33000	33900	34750	35500	36900	38550	39550	40100	40200	40050	39750	39350	38500	33050	2.2
Mean	32250	33700	35200	36650	38150	39600	41000	42400	43800	46350	49750	52400	54300	55500	56100	56300	56250	55750	46350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37200	37950	40300	41600	43700	46250	48600	52300	54300	58300	62800	63600	64950	70550	69350	72650	74850	75150	62550	
Upper Quartile	34850	35650	36550	38700	40600	42550	45150	47400	49900	52750	56400	56050	58200	62050	62600	64850	67100	66250	53500	
Median	32750	33200	33800	35500	37600	39200	41550	42950	45350	47300	49350	47800	50300	56150	55450	57650	57600	56450	44050	
Lower Quartile	30300	30900	31350	33250	34550	36400	38150	39000	40800	42500	43250	42000	43650	47150	48700	47900	51650	43000	37350	
Lower Decile	27800	28700	28850	31350	31800	33600	34700	35400	37500	38000	38100	37750	36850	39100	41500	41150	44850	38000	33050	
Mean	32750	33450	34150	36100	37750	39600	41650	43400	45600	47800	50000	49550	51400	55250	56050	57400	59300	56050	46350	
Supporting Data																				
Total Number	546	675	797	761	828	1126	908	812	806	1840	1181	1190	1080	820	566	619	505	1382	16441	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	1	0	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	7	

1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45200	47300	49450	51650	53850	56050	58300	62750	69200	75300	80700	85350	89100	91950	93900	95950	82700	3.0
Upper Quartile	0	0	41450	43350	45250	47200	49200	51200	53200	57150	62850	68050	72600	76300	79150	81250	82700	84350	70850	2.2
Median	0	0	38600	40100	41600	43150	44700	46250	47800	50850	55350	59550	63300	66500	69100	71050	72450	73850	58100	3.0
Lower Quartile	0	0	35400	36700	38000	39300	40600	41900	43200	45700	49300	52500	55350	57700	59600	61050	62150	63600	47350	2.2
Lower Decile	0	0	33350	34300	35250	36150	37100	38000	38950	40750	43300	45700	47900	49850	51500	52900	54000	55750	40600	2.2
Mean	0	0	39200	40750	42300	43850	45400	47000	48550	51700	56300	60600	64500	67800	70500	72550	74000	75500	60450	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49600	45850	49850	50900	51500	54700	57800	62550	71800	75700	79300	88500	87800	92700	94150	93350	82700	
Upper Quartile	0	0	44500	43350	44400	47350	47100	50700	52300	57050	65050	68100	71600	76850	77850	83250	81750	84050	70850	
Median	0	0	40000	40550	40800	43650	42400	46950	48000	50850	56300	59000	62950	68250	68300	71500	70550	74000	58100	
Lower Quartile	0	0	36050	36850	37650	40050	38600	41050	44450	46500	50000	51650	54550	58200	59900	60550	61650	64150	47350	
Lower Decile	0	0	33050	34800	35550	37000	35050	36650	40950	41500	43050	47050	47300	47900	52150	51200	55600	56600	40600	
Mean	0	0	40950	40400	42400	44550	43100	46500	48600	51800	57450	60650	63850	68950	69750	72750	73350	75250	60450	
Supporting Data																				
Total Number	30	58	149	168	227	240	295	297	272	791	740	781	683	703	639	544	412	722	7751	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	2	4	1	8	7	6	30	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67550	75300	82600	89100	94500	98850	102050	104300	107050	93300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61900	68600	74550	79600	83600	86450	88400	89550	90550	82050	2.2
Median	0	0	0	0	0	0	0	0	0	56300	62050	67150	71400	74700	77050	78600	79500	80300	71200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	50200	55200	59700	63400	66300	68350	69750	70550	71250	61550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47000	51050	54500	57300	59350	60750	61600	62050	62350	54050	2.2
Mean	0	0	0	0	0	0	0	0	0	57050	63050	68450	73000	76550	79150	80900	82000	83000	73350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	76400	0	69150	75900	82100	86950	93850	98050	98250	110950	109500	93300	
Upper Quartile	0	0	0	0	0	0	0	64500	0	62850	71300	74050	75600	84200	84450	89450	92250	91800	82050	
Median	0	0	0	0	0	0	0	53250	0	57150	64950	67500	68150	74500	75250	79150	78550	83150	71200	
Lower Quartile	0	0	0	0	0	0	0	51100	0	49300	57100	60050	60600	68750	66400	68850	69850	73200	61550	
Lower Decile	0	0	0	0	0	0	0	49600	0	47250	54050	54100	54150	59750	60850	60550	61950	64350	54050	
Mean	0	0	0	0	0	0	0	57150	0	57800	65600	68150	69750	76950	77300	81400	83200	84800	73350	
Supporting Data																				
Total Number	5	5	3	4	17	20	13	24	18	137	226	297	335	323	254	232	147	264	2326	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	2	4	1	8	7	6	30	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43900	45850	47850	49900	51900	53950	55950	59950	65600	70650	74900	78250	80750	82500	83650	84850	74100	2.2
Upper Quartile	0	0	41000	42650	44350	46050	47750	49450	51150	54500	59250	63500	67200	70200	72550	74300	75550	77100	63300	2.2
Median	0	0	38150	39550	40950	42400	43800	45200	46600	49300	53150	56600	59550	62000	63950	65400	66500	67900	52450	2.2
Lower Quartile	0	0	35200	36350	37450	38600	39700	40850	41950	44100	47100	49850	52250	54300	55950	57300	58300	59700	44250	2.2
Lower Decile	0	0	32800	33700	34600	35500	36350	37200	38050	39700	42000	44100	45900	47450	48700	49750	50500	51650	38950	2.2
Mean	0	0	38350	39800	41200	42650	44100	45550	46950	49700	53650	57150	60200	62700	64700	66200	67300	68700	54900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49600	45550	46500	49450	50950	53600	56300	60750	67600	69000	72250	77950	79500	84350	85300	85050	74100	
Upper Quartile	0	0	43950	43150	43550	46850	46700	49750	51750	55300	59750	61500	66250	69400	72600	75750	75100	78000	63300	
Median	0	0	39900	40300	40350	43350	42200	45950	47700	50150	53600	54950	58050	61600	63450	65400	66200	69600	52450	
Lower Quartile	0	0	35900	36800	37400	39650	38500	40550	44250	45550	46600	49000	49450	53250	56200	56350	59650	61400	44250	
Lower Decile	0	0	33000	34750	35400	36800	34850	36300	40700	40950	41500	44400	43450	45000	49650	47100	52000	54100	38950	
Mean	0	0	40800	40150	40800	43550	42750	45600	48100	50550	53850	56050	58150	62200	64750	66300	67900	69700	54900	
Supporting Data																				
Total Number	25	52	146	164	210	220	282	274	253	654	514	484	348	380	385	312	265	457	5426	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	66250	66650	67300	68100	70200	74300	79200	84500	89700	94450	98400	101300	104550	91900	3.0
Upper Quartile	0	0	0	0	0	55200	56650	58100	59600	62700	67450	72150	76600	80550	83900	86550	88400	90400	80550	3.0
Median	0	0	0	0	0	50450	51850	53250	54650	57500	61700	65750	69450	72700	75400	77450	78900	80400	70200	3.0
Lower Quartile	0	0	0	0	0	47200	48100	49100	50150	52300	55650	59000	62250	65150	67600	69550	70950	72400	60050	3.0
Lower Decile	0	0	0	0	0	44000	44350	44850	45450	46900	49500	52450	55550	58500	61150	63300	64850	66600	51400	3.0
Mean	0	0	0	0	0	52350	53450	54650	55900	58450	62500	66550	70450	74000	77000	79400	81100	82900	71650	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	85400	62500	60000	68900	66450	78200	82200	83950	89600	91550	102950	101450	102850	91900	
Upper Quartile	0	0	0	0	0	56000	58200	55400	60550	62000	67250	74900	74650	82350	81050	88650	88700	90450	80550	
Median	0	0	0	0	0	53350	51750	52100	52750	57750	61650	66250	68050	74400	74850	80700	77200	79100	70200	
Lower Quartile	0	0	0	0	0	49400	47750	49750	48550	52200	55150	59200	61000	67350	68600	71100	67550	71750	60050	
Lower Decile	0	0	0	0	0	47700	43200	43300	47050	46250	47700	53850	54950	60950	61450	64450	63150	65200	51400	
Mean	0	0	0	0	0	55900	52250	52350	57050	57450	63200	67500	68500	76400	75750	81950	80000	82000	71650	
Supporting Data																				
Total Number	6	14	22	18	14	24	30	34	50	134	135	156	169	194	264	201	154	253	1872	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

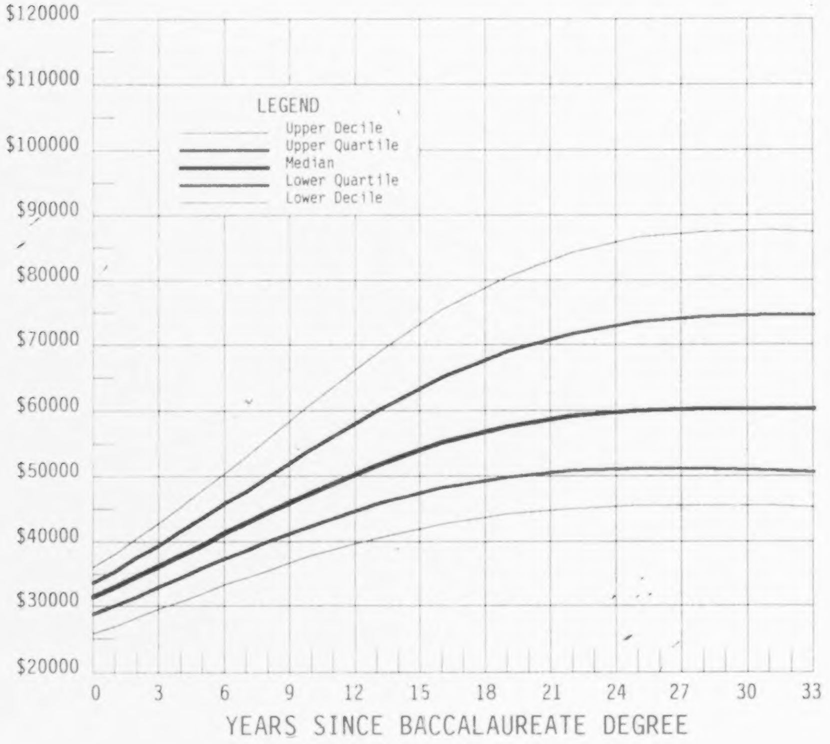
1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	91150	93200	95800	98800	102100	105500	108850	111950	117700	109000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	70700	75400	79950	84300	88400	92100	95400	98200	102800	92200	2.2
Median	0	0	0	0	0	0	0	0	0	64100	68700	73000	76950	80500	83550	86150	88200	91400	82100	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	49400	58500	66150	71950	75900	78300	79650	80400	80950	72450	3.0
Lower Decile	0	0	0	0	0	0	0	0	0	47250	54900	61200	65850	69000	70950	72050	72700	73200	64550	3.0
Mean	0	0	0	0	0	0	0	0	0	64300	69900	75050	79600	83450	86550	88950	90750	93200	84100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	85600	106650	92000	95050	112000	94850	114550	113450	117550	109000	
Upper Quartile	0	0	0	0	0	0	0	0	0	68200	79650	79800	84250	89100	88250	98300	97600	103100	92200	
Median	0	0	0	0	0	0	0	0	0	61950	70050	75900	74500	82700	79800	86450	90000	92150	82100	
Lower Quartile	0	0	0	0	0	0	0	0	0	46400	64050	69600	67950	73200	76100	80750	82250	82500	72450	
Lower Decile	0	0	0	0	0	0	0	0	0	44700	60050	63100	61800	67650	69850	73400	71550	74500	64550	
Mean	0	0	0	0	0	0	0	0	0	60900	74900	76450	76800	85750	82550	90200	90650	94200	84100	
Supporting Data																				
Total Number	0	1	1	1	4	1	1	2	5	23	31	53	41	75	93	97	43	91	562	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	64550	64600	64850	65300	66700	69750	73450	77500	81500	85100	88050	90250	92650	82900	3.0
Upper Quartile	0	0	0	0	0	54300	55650	56950	58300	61000	65050	68900	72400	75450	78000	79900	81300	82700	74700	3.0
Median	0	0	0	0	0	50350	51550	52700	53900	56300	59900	63300	66400	69050	71300	72950	74150	75400	65650	3.0
Lower Quartile	0	0	0	0	0	47350	48150	48950	49800	51600	54450	57350	60100	62600	64700	66350	67500	68800	56650	3.0
Lower Decile	0	0	0	0	0	44550	44700	45000	45450	46500	48650	51150	53800	56350	58600	60450	61800	63250	49700	3.0
Mean	0	0	0	0	0	51500	52400	53400	54400	56500	59850	63200	66450	69350	71800	73700	75100	76550	66300	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	85550	61700	57900	66150	64100	70300	75550	78550	81500	85150	88600	95050	88250	82900	
Upper Quartile	0	0	0	0	0	56250	57050	54600	58900	60950	64850	68100	72200	77050	77450	81550	82050	81350	74700	
Median	0	0	0	0	0	53550	51500	51800	51800	57350	59600	61900	66050	71600	71200	73500	73450	74900	65650	
Lower Quartile	0	0	0	0	0	49700	47550	49300	48450	52450	53800	56600	59400	64350	65350	66400	66050	68900	56650	
Lower Decile	0	0	0	0	0	48100	42800	43050	47100	47800	46500	51100	53250	57950	58850	61200	61950	62250	49700	
Mean	0	0	0	0	0	56550	51550	51200	53900	56700	59800	62900	65850	70550	72050	74300	75900	75250	66300	
Supporting Data																				
Total Number	6	13	21	17	10	23	28	32	44	111	104	103	128	119	171	105	111	163	1310	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

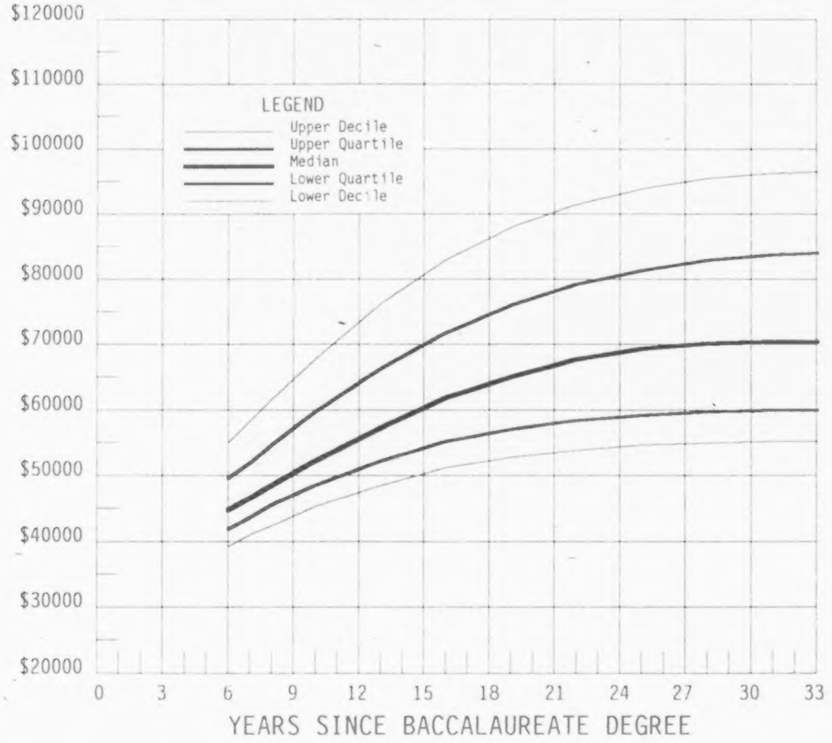
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35950	38200	40500	42850	45350	47900	50500	53100	55800	61100	68700	75400	80650	84350	86600	87600	87750	86900	73800	2.2
Upper Quartile	33700	35550	37500	39500	41550	43650	45750	47850	50000	54150	60000	65050	69000	71800	73500	74400	74650	74250	59950	2.2
Median	31450	33050	34650	36300	37950	39600	41250	42900	44500	47600	51750	55100	57550	59200	60050	60400	60350	59800	49100	2.2
Lower Quartile	28800	30200	31600	33050	34500	35900	37300	38700	40000	42500	45750	48250	49900	50850	51200	51150	50900	50050	39850	2.2
Lower Decile	25850	27050	28300	29550	30800	32000	33250	34450	35600	37750	40600	42800	44300	45200	45600	45650	45500	44900	33650	2.2
Mean	31550	33200	34900	36600	38350	40100	41900	43650	45400	48800	53500	57400	60450	62550	63800	64400	64550	64200	51850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35300	37100	40950	42550	45700	48500	51700	52900	55650	63550	67350	71450	80250	84500	87600	86900	88000	88700	73800	
Upper Quartile	33550	35100	37550	39700	41450	43150	46000	48100	51050	55100	60300	64200	66650	72400	71900	73750	75700	76000	59950	
Median	31750	32300	34200	36900	38200	38150	41500	44550	46250	48950	51200	54150	55650	58300	60900	58600	62700	61050	49100	
Lower Quartile	29300	30000	31850	33200	34600	34600	36150	38950	40700	44350	44800	47700	49700	51050	51250	49650	53150	49900	39850	
Lower Decile	27900	27750	26700	29350	30750	32100	32900	34600	36650	38550	39850	43100	45150	44100	43550	46650	48800	44350	33650	
Mean	32000	32750	34950	36800	38150	39350	41750	44050	46650	50250	52850	56150	59950	62450	63450	63300	66300	64900	51850	
Supporting Data																				
Total Number	201	270	397	322	401	403	389	357	331	949	857	746	695	728	525	426	341	598	8936	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	3	1	2	5	3	10	25	
Less Than $22000	3	0	2	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	15	

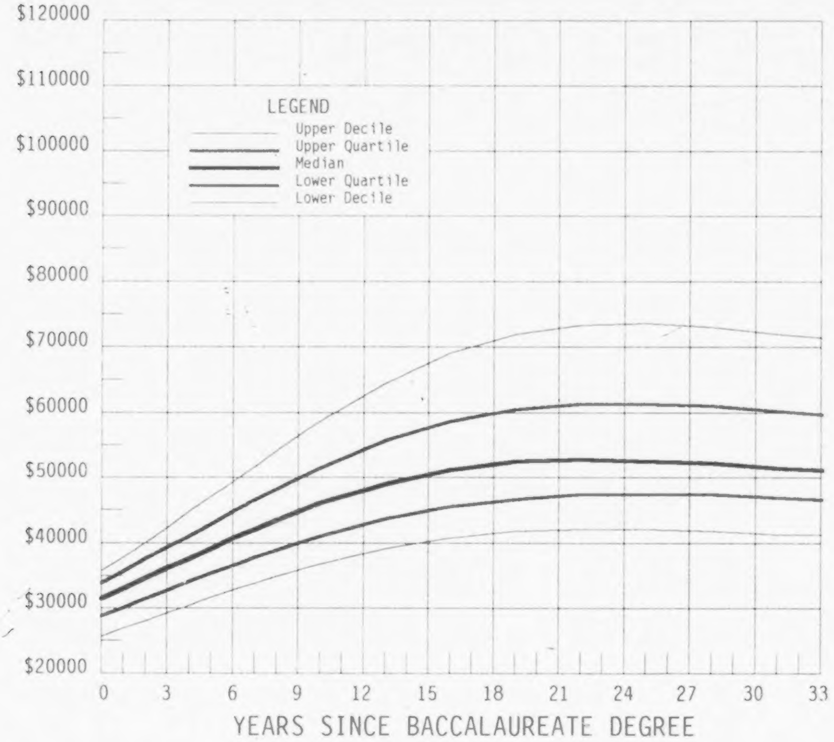
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	54950	58300	61550	67850	76150	82850	87900	91500	93900	95450	96350	97050	89050	3.8
Upper Quartile	0	0	0	0	0	0	49500	52100	54700	59650	66300	71800	76100	79250	81450	82900	83800	84600	74809	3.6
Median	0	0	0	0	0	0	44700	46600	48500	52200	57350	61750	65200	67700	69250	70100	70450	70300	62300	2.2
Lower Quartile	0	0	0	0	0	0	41950	43800	45500	48650	52400	55200	57100	58400	59200	59650	59950	60100	53950	4.2
Lower Decile	0	0	0	0	0	0	39250	40950	42500	45300	48650	51100	52750	53900	54600	55000	55200	55400	48250	4.2
Mean	0	0	0	0	0	0	46400	48700	51000	55250	60750	65150	68400	70750	72300	73350	73950	74450	66150	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	57850	57850	73200	67650	73800	75800	91500	93800	93900	97400	95600	97150	89050	
Upper Quartile	0	0	0	0	0	0	51350	52450	55150	63400	63950	67600	78700	78550	82850	83200	82400	86450	74800	
Median	0	0	0	0	0	0	45300	50250	51050	55050	58100	59350	65350	66050	65200	68600	71800	75300	62300	
Lower Quartile	0	0	0	0	0	0	40150	44900	47600	50900	51850	52300	56200	58150	59600	58750	60400	63000	53950	
Lower Decile	0	0	0	0	0	0	36950	42400	42550	47950	48100	48400	52200	54250	55000	56100	54900	56100	48250	
Mean	0	0	0	0	0	0	46350	49750	53350	57850	59400	61250	69550	70750	71500	73550	73500	77400	66150	
Supporting Data																				
Total Number	1	4	44	16	13	18	44	73	67	190	295	268	286	377	292	196	186	276	2645	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	3	1	2	5	3	10	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35750	37900	40100	42400	44700	47100	49450	51800	54100	58550	64450	68950	71900	73300	73550	73000	72100	69850	61650	2.2
Upper Quartile	33850	35650	37500	39350	41200	43000	44850	46650	48350	51600	55700	58700	60550	61350	61400	60950	60250	58600	52150	2.2
Median	31500	33050	34600	36150	37700	39250	40700	42150	43550	46050	49100	51250	52450	52850	52650	52150	51500	50100	44700	2.2
Lower Quartile	28900	30200	31500	32800	34100	35350	36600	37800	38900	41050	43700	45600	46800	47400	47550	47350	47000	46150	36900	2.2
Lower Decile	25700	26900	28100	29300	30500	31650	32750	33850	34900	36800	39200	40850	41800	42200	42150	41850	41450	40500	32300	2.2
Mean	31500	33100	34700	36300	37950	39550	41100	42650	44100	46900	50350	52900	54450	55200	55250	54900	54350	53050	45800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35300	37100	40100	42100	45650	47550	50750	51150	53800	60200	63650	68900	66450	73700	70350	74350	78000	71150	61650	
Upper Quartile	33500	35100	37350	39500	41400	42700	45300	46550	49550	53150	55150	58650	58600	57700	61400	60150	63400	60750	52150	
Median	31750	32250	34350	36750	38100	37900	41150	43500	44950	47500	47200	51700	51500	51400	51000	51050	53350	52000	44700	
Lower Quartile	29300	29950	31400	32850	34550	34550	35750	37600	39000	43050	42750	45650	47550	45150	44250	47750	50150	47100	36900	
Lower Decile	27900	27700	25950	29200	30600	32100	32650	34000	36350	37400	37750	41700	42450	41150	40150	42850	42700	40550	32300	
Mean	31900	32700	34500	36500	38050	39050	41150	42600	44950	48350	49400	53250	53250	53500	53300	54600	57600	54200	45800	
Supporting Data																				
Total Number	200	266	354	307	388	385	345	284	264	759	561	478	409	351	233	230	155	322	6290	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	0	2	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	15	

1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35750	37800	39900	42100	44300	46600	48900	51250	53600	58250	64800	70500	75050	78250	80300	81300	81650	81300	67150	2.2
Upper Quartile	33700	35450	37200	39000	40850	42700	44550	46400	48200	51750	56650	60750	63900	66150	67500	68200	68400	68100	55700	2.2
Median	31200	32700	34250	35800	37400	38950	40500	42050	43550	46400	50150	53150	55350	56700	57450	57650	57550	56950	47000	2.2
Lower Quartile	28500	29850	31200	32600	33950	35300	36650	37950	39250	41650	44700	47000	48600	49450	49800	49750	49450	48650	37800	2.2
Lower Decile	25500	26700	27900	29100	30300	31450	32650	33800	34900	36950	39600	41650	43050	43850	44150	44150	44000	43350	32650	2.2
Mean	31250	32800	34350	36000	37600	39250	40900	42500	44100	47200	51350	54850	57450	59250	60350	60850	[illegible]	60600	48900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34850	36600	40050	41250	45550	48000	50200	52300	52750	58850	63950	67350	77950	77050	79900	76850	79650	86100	67150	
Upper Quartile	33350	34750	37000	39450	41000	42600	44400	46800	50200	52550	57500	58650	63650	65200	65550	63050	72650	71050	55700	
Median	31600	32100	33700	36750	37300	37450	40600	44300	45400	47850	49550	51800	53850	55250	58500	56600	60050	57750	47000	
Lower Quartile	29250	29800	31200	31850	34250	34350	35900	38450	39950	43700	43850	46300	48750	49450	47550	48900	51950	49100	37800	
Lower Decile	27750	27450	25950	28700	30100	31650	32850	34650	36550	37600	38700	42150	43300	42750	41650	44500	47750	43200	32650	
Mean	31600	32250	34250	36050	37550	38750	40800	43450	45400	48250	50950	53400	57850	58900	58850	58750	62700	62100	48900	
Supporting Data																				
Total Number	190	250	338	254	312	329	306	279	241	668	622	512	472	486	336	275	252	429	6550	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	2	6	11	
Less Than $22000	3	0	1	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	14	

1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	51900	54800	57700	63250	70900	77350	82550	86500	89300	91150	92350	93350	83950	3.6
Upper Quartile	0	0	0	0	0	0	48700	51100	53500	57900	63650	68250	71650	74100	75750	76800	77400	77900	69600	3.8
Median	0	0	0	0	0	0	43450	45200	46950	50400	55100	59100	62250	64450	65900	66650	67000	66900	59400	2.2
Lower Quartile	0	0	0	0	0	0	41650	43400	45050	48050	51550	54100	55850	57000	57700	58100	58350	58500	52000	4.4
Lower Decile	0	0	0	0	0	0	39400	41050	42550	45150	48200	50300	51650	52550	53050	53350	53500	53600	47250	4.6
Mean	0	0	0	0	0	0	45200	47350	49400	53250	58250	62250	65250	67400	68900	69850	70450	70950	62600	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58650	52950	58000	65000	68800	71400	89200	92700	86650	89600	85300	96200	83950	
Upper Quartile	0	0	0	0	0	0	51600	51800	52650	58700	62400	65850	76750	74050	72100	72550	75100	84550	69600	
Median	0	0	0	0	0	0	45650	46800	50800	52400	55700	57300	62650	62700	63100	60900	68650	72400	59400	
Lower Quartile	0	0	0	0	0	0	39900	44700	47800	50250	50700	51250	54850	56850	59150	57400	58600	60750	52000	
Lower Decile	0	0	0	0	0	0	36900	42200	44300	47250	47550	47950	50900	53500	53900	51500	54200	54900	47250	
Mean	0	0	0	0	0	0	46600	48400	51100	54550	57100	59000	67850	68050	66500	67200	70000	75200	62600	
Supporting Data																				
Total Number	0	4	44	14	8	15	36	61	45	122	215	185	182	226	167	120	124	190	1758	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	2	6	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35450	37450	39450	41500	43550	45600	47700	49700	51700	55450	60300	63950	66250	67350	67550	67100	66400	64550	56750	2.2
Upper Quartile	33750	35400	37100	38750	40400	42100	43700	45250	46800	49600	53100	55650	57200	57900	57900	57550	57000	55650	50100	2.2
Median	31250	32700	34200	35650	37100	38550	39950	41250	42550	44900	47750	49700	50800	51200	51100	50650	50050	48800	43150	2.2
Lower Quartile	28600	29850	31150	32400	33600	34850	36050	37200	38300	40300	42850	44750	45950	46550	46750	46600	46350	45550	35850	2.2
Lower Decile	25800	26900	28050	29150	30250	31300	32350	33350	34300	36000	38100	39550	40400	40700	40650	40400	40000	39150	31450	2.2
Mean	31200	32700	34200	35700	37200	38700	40150	41550	42900	45400	48550	50800	52200	52800	52850	52550	52100	50900	43850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34850	36650	38950	40950	45500	46900	48350	50100	52000	55650	61150	61150	63950	64500	68350	63450	76150	65900	56750	
Upper Quartile	33350	34750	35800	39200	40950	42000	43550	46100	48450	50900	52650	54700	55250	54550	57250	56750	61750	57400	50100	
Median	31600	32000	33750	36500	37250	37200	39800	43050	44050	46600	46050	49000	50650	50650	47900	50150	52450	50150	43150	
Lower Quartile	29250	29750	30650	31600	34200	34250	35500	37300	38550	42500	42000	44500	46500	44400	42900	47250	49950	46450	35850	
Lower Decile	27750	27400	25/00	28600	30000	31550	32600	34100	36250	36450	37000	41050	41400	37600	39500	41050	42050	39300	31450	
Mean	31600	32250	33550	35700	37500	38400	40000	42050	44100	46800	47700	50200	51500	50950	51300	52200	55650	51750	43850	
Supporting Data																				
Total Number	190	246	295	240	304	314	270	218	196	547	406	327	290	260	169	155	128	239	4792	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	0	1	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	14	

1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45900	48100	50400	52750	55150	57550	60050	65000	72300	79100	84950	89650	93150	95450	96850	97900	81100	4.0
Upper Quartile	0	0	39750	41850	44050	46250	48500	50750	53050	57550	63900	69450	73900	77150	79250	80400	80900	80750	67250	2.2
Median	0	0	36700	38450	40200	42000	43800	45550	47350	50800	55550	59700	62950	65350	66900	67850	68300	68400	55400	2.2
Lower Quartile	0	0	33500	35000	36500	38000	39500	40950	42350	45050	48650	51500	53550	54800	55500	55700	55600	55050	45300	2.2
Lower Decile	0	0	31400	32300	33250	34250	35250	36300	37300	39350	42200	44650	46550	47950	48850	49350	49650	49800	38000	4.6
Mean	0	0	37450	39250	41100	42950	44800	46650	48500	52100	57100	61400	64900	67450	69100	70100	70600	70750	58050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48750	51500	45850	49800	55600	58200	58950	67000	73050	77450	85900	90200	95450	96450	97800	92750	81100	
Upper Quartile	0	0	41150	41050	42300	44200	49800	49550	52950	62050	63600	69100	70450	75200	76200	81100	88450	82300	67250	
Median	0	0	37250	37250	39800	40900	44400	45650	48050	52750	55100	60300	61450	64200	63500	66500	75550	69800	55400	
Lower Quartile	0	0	34500	34850	38250	35700	38000	39300	41550	46350	48050	53550	52200	55400	56750	50050	61000	55300	45300	
Lower Decile	0	0	32650	32950	33150	33600	33300	33900	368[illegible]	39950	43050	46650	48150	46200	49350	47650	54200	46150	38000	
Mean	0	0	38850	39300	40200	41350	44350	45750	47900	54450	56850	61350	63800	66600	68000	69500	75850	70600	58050	
Supporting Data																				
Total Number	8	19	58	67	87	70	68	69	72	238	189	198	200	172	146	114	76	150	2004	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	0	3	8	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	59350	62550	68950	78250	86400	92800	97200	99650	100600	100550	98950	95050	2.2
Upper Quartile	0	0	0	0	0	0	0	54650	57150	62000	69000	75150	80200	83900	86400	87850	88500	88650	81200	2.2
Median	0	0	0	0	0	0	0	51300	53100	56550	61450	65750	69300	72100	74200	75600	76550	77550	67300	2.2
Lower Quartile	0	0	0	0	0	0	0	45800	47300	50200	54200	57550	60250	62200	63500	64350	64800	65050	58400	2.2
Lower Decile	0	0	0	0	0	0	0	42250	43700	46400	50050	53100	55400	57050	58100	58650	58850	58800	51850	2.2
Mean	0	0	0	0	0	0	0	51700	53750	57750	63400	68250	72200	75100	77050	78250	78850	79100	71150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	70200	65400	70700	78200	79850	93100	95000	102150	107750	98850	98400	95050	
Upper Quartile	0	0	0	0	0	0	0	59600	55450	66600	70000	71350	81200	78250	84950	93500	93500	89000	81200	
Median	0	0	0	0	0	0	0	56450	49350	63100	62400	64700	67300	68250	69300	80800	83200	79500	67300	
Lower Quartile	0	0	0	0	0	0	0	50850	43150	54850	55200	56450	60400	58800	58750	72200	65250	67600	58400	
Lower Decile	0	0	0	0	0	0	0	43400	41850	50100	51650	50850	54250	56050	56350	60800	57600	61450	51850	
Mean	0	0	0	0	0	0	0	56550	51150	63750	64000	64850	71450	72100	74100	83650	80500	81250	71150	
Supporting Data																				
Total Number	1	0	0	2	5	3	8	12	16	61	72	74	92	105	93	55	56	78	732	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	0	3	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43850	46200	48600	51000	53400	55750	58050	62450	68150	72400	75050	76250	76300	75700	74700	72400	67650	2.2
Upper Quartile	0	0	39150	41150	43250	45300	47400	49450	51450	55250	60300	64150	66750	68100	68500	68250	67650	66050	58150	2.2
Median	0	0	36300	37950	39650	41350	43000	44600	46100	48950	52500	55000	56500	57050	57000	56500	55850	54300	48600	2.2
Lower Quartile	0	0	33200	34600	36000	37400	38750	40000	41250	43500	46300	48250	49400	49850	49800	49450	48900	47750	40950	2.2
Lower Decile	0	0	30900	31950	33000	34000	35000	35950	36850	38550	40750	42550	43850	44800	45400	45800	46000	46100	35900	4.4
Mean	0	0	36850	38600	40350	42050	43750	45450	47050	50050	53850	56650	58400	59250	59350	59050	58450	57100	50550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48750	50700	45900	48950	56150	49950	58000	65200	66200	75500	72350	77450	67450	76450	76200	75950	67650	
Upper Quartile	0	0	41150	40950	42350	43950	50000	48100	52450	57200	58500	66900	62850	68650	64650	62850	73850	71200	58150	
Median	0	0	37250	37300	39750	40600	44450	44350	47750	49650	50100	58050	54800	55350	57650	50550	61850	57650	48600	
Lower Quartile	0	0	34500	34850	38150	35800	37450	38300	39400	44250	45400	51750	49150	46350	50700	48100	53850	47700	40950	
Lower Decile	0	0	32650	32900	33000	33950	32900	33400	36500	38600	41400	44950	46900	42050	44050	46600	46350	42700	35900	
Mean	0	0	38850	39200	40150	41150	44200	43500	47000	51200	52450	59250	57200	58050	57350	56200	63100	59100	50550	
Supporting Data																				
Total Number	8	19	58	66	82	67	60	57	57	177	117	124	107	67	53	59	20	72	1271	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	68750	74750	82400	88250	92450	95350	97200	98350	99000	99550	91200	3.8
Upper Quartile	0	0	0	0	0	0	0	0	63750	66800	71400	75750	79800	83400	86450	88850	90650	92650	81700	3.0
Median	0	0	0	0	0	0	0	0	53150	57100	62700	67850	72350	76100	79050	81250	82750	84300	67950	3.2
Lower Quartile	0	0	0	0	0	0	0	0	47350	49600	53150	56750	60300	63550	66450	68800	70600	72700	55600	3.0
Lower Decile	0	0	0	0	0	0	0	0	38900	41250	44800	48300	51550	54600	57300	59650	61600	64700	46750	2.2
Mean	0	0	0	0	0	0	0	0	54750	58350	63450	68150	72250	75750	78600	80850	82450	84450	69550	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59650	0	77650	72150	81350	91950	87850	91800	114950	91900	100150	94550	91200	
Upper Quartile	0	0	0	0	0	0	57650	0	74100	63550	73700	72250	76300	85050	93950	83500	90950	90350	81700	
Median	0	0	0	0	0	0	48100	0	54700	57850	61900	66000	66200	80650	82250	78100	81450	80650	67950	
Lower Quartile	0	0	0	0	0	0	45100	0	46550	50600	53450	54250	57350	66000	66100	71550	68150	68300	55600	
Lower Decile	0	0	0	0	0	0	32650	0	44600	44350	40600	47850	50600	56600	58750	58750	57050	65050	46750	
Mean	0	0	0	0	0	0	49050	0	58800	58650	62450	66600	69800	76750	83700	78350	80250	82600	69550	
Supporting Data																				
Total Number	2	1	1	1	2	4	15	9	18	43	45	36	24	70	43	37	12	19	382	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	0	1	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	63600	67800	73400	78000	81350	83550	84750	85250	85250	84600	80950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59250	62300	66600	70450	73850	76700	79000	80850	82250	84200	70500	2.2
Median	0	0	0	0	0	0	0	0	52300	55200	59200	62900	66100	68800	71000	72700	74000	75850	59100	2.2
Lower Quartile	0	0	0	0	0	0	0	0	46900	48200	50200	52300	54350	56400	58350	60150	61750	64500	50050	2.2
Lower Decile	0	0	0	0	0	0	0	0	38300	40150	42950	45750	48500	51150	53600	55850	57800	61100	44400	2.2
Mean	0	0	0	0	0	0	0	0	52550	55200	58900	62250	65100	67550	69500	71000	72150	73750	60750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59650	0	55700	71800	76000	75700	71800	87700	80450	82750	0	90350	80950	
Upper Quartile	0	0	0	0	0	0	57650	0	54650	63400	67650	69950	67850	81650	73200	79500	0	87150	70500	
Median	0	0	0	0	0	0	48100	0	49550	58700	59000	62800	59550	69550	67250	74900	0	78400	59100	
Lower Quartile	0	0	0	0	0	0	45100	0	45450	49200	50800	53250	51600	54450	56250	61550	0	67600	50050	
Lower Decile	0	0	0	0	0	0	32650	0	44150	43400	40000	46950	47950	49750	50450	57800	0	64250	44400	
Mean	0	0	0	0	0	0	49050	0	50000	57750	58700	62850	59500	68550	65200	71900	0	76850	60750	
Supporting Data																				
Total Number	2	1	1	1	2	4	15	9	12	35	38	28	12	24	10	16	6	11	227	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

ALL INDUSTRY CURVES AND TABLES, BY GEOGRAPHIC REGION

REGIONAL CLASSIFICATION:

New England:
- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

Middle Atlantic:
- New Jersey
- New York
- Pennsylvania

East North Central:
- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

West North Central:
- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

South Atlantic:
- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland
- North Carolina
- South Carolina
- Virginia
- West Virginia

East South Central:
- Alabama
- Kentucky
- Mississippi
- Tennessee

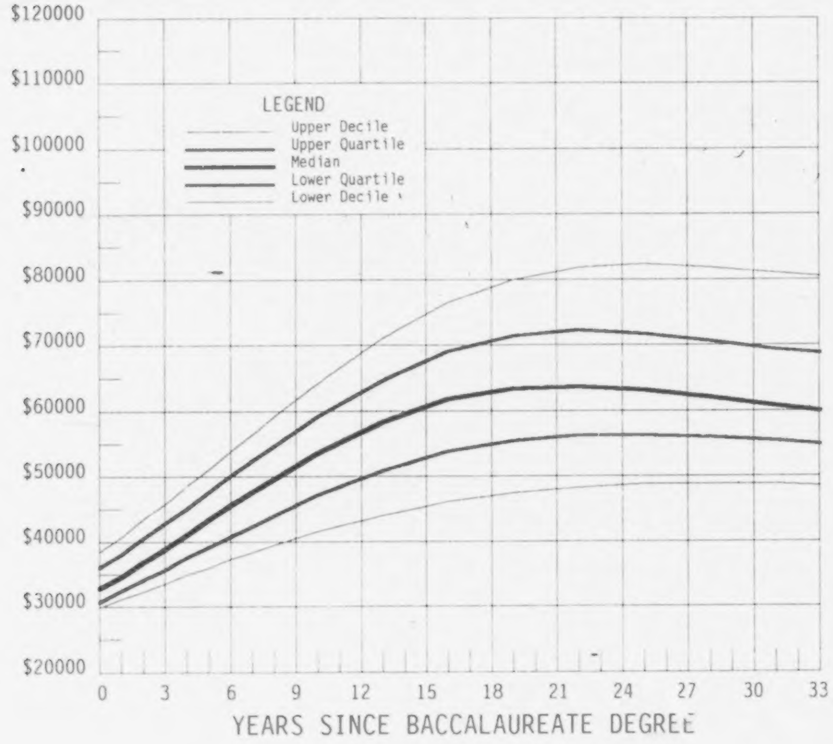
West South Central:
- Arkansas
- Louisiana
- Oklahoma
- Texas

Mountain:
- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

Pacific:
- Alaska
- California
- Hawaii
- Oregon
- Washington

Note: some participating employers are multi-regional, i.e., classed in none of the above categories.

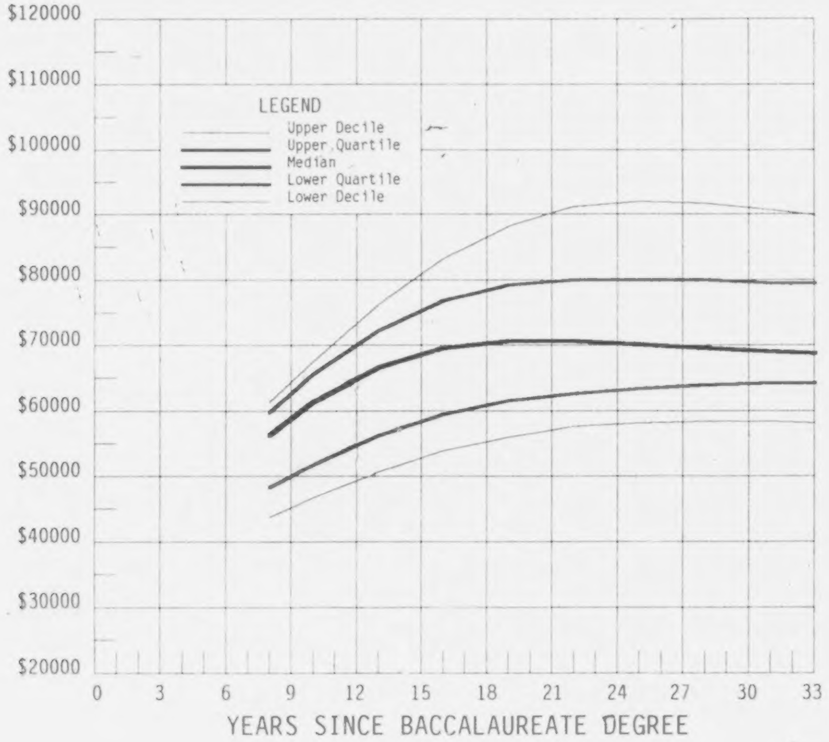
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40900	43350	45900	48500	51100	53800	56450	59100	64200	71100	76450	80100	82000	82450	82000	81050	78600	71900	2.2
Upper Quartile	36000	38200	40500	42850	45200	47650	50050	52450	54800	59200	64900	69000	71350	72150	71800	70800	69450	66650	62600	2.2
Median	32800	34800	36900	39000	41150	43350	45500	47650	49700	53600	58450	61750	63500	63850	63200	62050	60700	57950	54450	2.2
Lower Quartile	30800	32450	34100	35800	37500	39200	40850	42500	44100	47100	50950	53750	55500	56300	56350	55950	55350	53850	44400	2.2
Lower Decile	29950	31150	32400	33650	34850	36050	37250	38350	39450	41500	44100	46100	47500	48350	48750	48850	48750	48250	36500	2.2
Mean	33750	35700	37650	39600	41650	43650	45650	47650	49600	53250	58000	61550	63800	64800	64900	64450	63650	61800	54700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35200	38900	43250	45800	49250	52550	55700	57400	60600	66000	70900	73500	75750	79100	81900	82850	84900	82600	71900	
Upper Quartile	33050	35000	40500	42650	46650	49450	52000	53650	56800	60950	64200	66250	66000	69600	74150	70800	74250	69250	62600	
Median	31600	33300	35850	37900	41350	44600	47700	49250	52250	55300	58800	59050	58850	61600	63700	61450	63450	61350	54450	
Lower Quartile	30650	32250	33950	35300	37200	38700	40900	43050	45050	48350	52100	52950	51550	56650	56400	55100	54600	56350	44400	
Lower Decile	30050	30900	32600	33550	35150	34550	37100	38350	41050	42200	44100	46300	44200	49500	50550	47250	50350	48350	36500	
Mean	32400	34200	37300	39100	42050	44200	46850	48500	51200	54800	58300	59600	59650	63450	65550	64050	66000	64400	54700	
Supporting Data																				
Total Number	263	455	674	746	880	814	900	754	886	2373	1973	1842	1477	1502	996	850	595	1081	19060	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	0	0	3	2	1	8	5	15	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

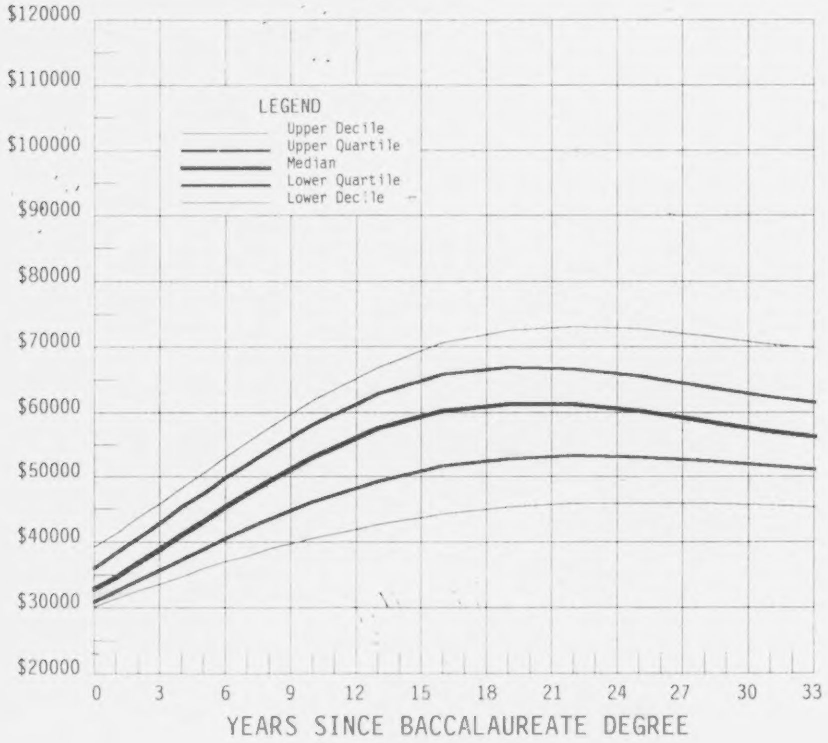
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	61450	67600	76200	83300	88300	91100	92050	91700	90600	87650	84900	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59650	65500	72350	76800	79150	80050	80100	79900	79600	79150	75950	3.0
Median	0	0	0	0	0	0	0	0	56350	61300	66700	69600	70700	70700	70150	69500	68950	68350	68150	3.0
Lower Quartile	0	0	0	0	0	0	0	0	48150	51750	56150	59350	61500	62800	63600	64000	64250	64400	60000	3.0
Lower Decile	0	0	0	0	0	0	0	0	43850	46800	50650	53800	56050	57500	58250	58500	58400	57750	51700	2.2
Mean	0	0	0	0	0	0	0	0	53250	57900	64200	69100	72400	74200	74650	74250	73400	71200	69050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59550	0	66600	73600	78300	80850	84950	85100	89050	95350	91650	94450	84900	
Upper Quartile	0	0	0	0	0	0	49600	0	63150	69400	73500	73450	77750	76950	81800	82400	83900	79950	75950	
Median	0	0	0	0	0	0	48400	0	60350	63600	68700	67350	68350	66850	75200	71800	73350	67550	68150	
Lower Quartile	0	0	0	0	0	0	47150	0	48250	51000	61200	56400	58000	61000	72450	64100	65950	62600	60000	
Lower Decile	0	0	0	0	0	0	40750	0	44100	48000	53550	53250	53550	55150	62100	54550	61000	59700	51700	
Mean	0	0	0	0	0	0	49050	0	56350	62150	67350	66600	69400	69650	76450	74950	76300	74000	69050	
Supporting Data																				
Total Number	0	7	0	12	13	7	70	37	64	367	371	514	395	647	370	284	213	365	3735	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	0	0	3	2	0	7	4	15	33	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39100	41350	43650	46000	48400	50750	53100	55400	57600	61750	66950	70600	72550	73150	72700	71700	70400	67750	64700	2.2
Upper Quartile	36100	38300	40600	42900	45250	47550	49850	52100	54250	58200	62900	65850	67000	66750	65600	64000	62350	59150	59250	2.2
Median	32700	34750	36800	38950	41100	43250	45400	47450	49450	53150	57600	60350	61450	61250	60150	58650	57100	54100	51600	2.2
Lower Quartile	31000	32600	34200	35800	37400	39000	40550	42050	43500	46150	49400	51650	52850	53250	53000	52450	51700	50100	42050	2.2
Lower Decile	30200	31350	32500	33650	34800	35900	36950	37950	38900	40650	42800	44300	45300	45750	45900	45750	45500	44850	35500	2.2
Mean	33900	35800	37700	39650	41550	43500	45350	47200	48950	52250	56200	58850	60200	60500	60000	59050	58000	55800	51200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35200	39000	43250	45850	49250	52500	55600	56950	59550	63250	66350	67750	67600	70100	69900	71400	76300	73200	64700	
Upper Quartile	33050	35000	40500	42650	46700	49450	52100	53500	56300	59500	62300	62800	62700	63450	64250	63500	66500	63900	59250	
Median	31600	33300	35850	37800	41500	44600	47400	49150	52000	54600	57450	57550	57000	58800	58850	58850	59050	58400	51600	
Lower Quartile	30650	32250	33950	35300	37200	38650	40650	42950	44550	47500	50550	49900	48650	54000	52500	51750	52350	52650	42050	
Lower Decile	30050	30850	32600	33500	35150	34550	36850	38200	40900	41500	42700	43550	42600	46000	49050	43300	47850	45450	35500	
Mean	32400	34200	37300	39050	42100	44150	46700	48350	50800	53500	56200	56900	56100	58800	59100	58600	60300	59500	51200	
Supporting Data																				
Total Number	263	448	674	734	867	807	830	718	822	2006	1601	1328	1083	855	626	566	382	716	15325	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35700	37850	40050	42300	44600	46950	49250	51600	53850	58250	64050	68450	71350	72750	73000	72500	71600	69400	64700	2.2
Upper Quartile	33350	35300	37300	39350	41400	43450	45550	47600	49650	53500	58550	62350	64800	66000	66200	65750	65000	63100	57700	2.2
Median	31900	33450	35050	36650	38250	39900	41500	43050	44600	47550	51450	54550	56800	58200	58900	59100	59000	58300	47700	2.2
Lower Quartile	31150	32350	33500	34650	35800	36950	38100	39200	40250	42350	45150	47500	49400	50850	51900	52600	53050	53500	38250	2.2
Lower Decile	30400	31200	32050	32850	33600	34400	35150	35900	36650	38050	40000	41750	43200	44400	45350	46050	46500	47000	33850	3.0
Mean	32750	34300	35850	37450	39000	40600	42150	43700	45200	48100	51950	55050	57350	58900	59750	60150	60200	59800	49100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34900	35900	39900	42300	45850	47300	50850	53250	55300	60100	63200	68200	65750	67600	75200	70950	81750	70700	64700	
Upper Quartile	33000	34300	36850	39150	41600	43100	47750	50200	51650	54000	59300	61200	58450	63150	72700	64100	68700	64150	57700	
Median	31550	33150	35000	36350	38150	39450	42500	43800	45800	48100	51750	54600	52550	58850	59150	57950	60350	59250	47700	
Lower Quartile	30600	32200	33450	34500	36300	35650	38900	39500	41600	42700	44250	48000	45100	55000	52150	49850	52100	54500	38250	
Lower Decile	30050	30850	32400	32750	34500	32750	35300	35600	38100	38700	39300	40500	40550	48450	49750	41000	47350	47050	33850	
Mean	32350	33650	35800	37150	39350	40150	43250	44550	46400	48750	51700	54850	53350	59150	61550	58250	61850	60750	49100	
Supporting Data																				
Total Number	261	411	520	496	550	426	486	335	386	853	657	753	586	747	442	439	323	733	9403	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	4	11	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	51100	53650	56100	60800	66900	71700	75250	77750	79400	80450	81100	81650	75350	3.0
Upper Quartile	0	0	0	0	0	0	49650	52150	54550	58850	63800	66950	68700	69450	69700	69650	69500	69300	68350	3.0
Median	0	0	0	0	0	0	45000	47000	48900	52450	56850	60150	62500	64000	64950	65550	65850	66150	62000	3.0
Lower Quartile	0	0	0	0	0	0	42450	44150	45800	48850	52700	55600	57700	59150	60050	60650	61000	61350	54700	3.0
Lower Decile	0	0	0	0	0	0	40300	41800	43200	45800	49200	51850	53900	55350	56400	57100	57500	57950	49100	3.0
Mean	0	0	0	0	0	0	46000	48050	50000	53700	58350	61950	64600	66400	67550	68300	68750	69150	63450	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	50000	61050	62600	63750	65750	71250	79500	70100	81500	77800	89350	87450	75350	
Upper Quartile	0	0	0	0	0	0	49400	53750	60500	61150	62600	66800	65700	65400	75350	70500	72900	70050	68350	
Median	0	0	0	0	0	0	48350	50100	51200	52000	59150	58100	58250	62000	73800	65950	68850	65150	62000	
Lower Quartile	0	0	0	0	0	0	47350	43650	46000	48700	53100	54200	55200	57550	72300	55500	62600	61750	54700	
Lower Decile	0	0	0	0	0	0	44650	42050	40800	46400	49350	51600	50850	53600	61800	53450	60500	59250	49100	
Mean	0	0	0	0	0	0	48500	50350	52000	54750	58800	60600	64000	62650	73450	66800	73150	70550	63450	
Supporting Data																				
Total Number	0	7	0	12	10	4	57	25	32	138	104	280	104	366	153	146	120	256	1816	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	4	11	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35550	37700	39900	42200	44450	46750	49000	51250	53400	57350	62250	65400	66900	67000	66100	64750	63250	60250	59650	2.2
Upper Quartile	33250	35150	37150	39150	41150	43200	45150	47100	49000	52500	56850	59850	61400	61750	61200	60250	59100	56750	53700	2.2
Median	32050	33500	35000	36500	37950	39400	40850	42300	43650	46250	49600	52200	54050	55150	55700	55800	55700	55050	43750	2.2
Lower Quartile	31350	32400	33500	34550	35550	36600	37600	38550	39500	41300	43650	45550	47050	48150	48900	49400	49700	49900	36800	2.2
Lower Decile	30400	31250	32000	32800	33550	34250	34950	35600	36250	37400	38900	40100	41000	41650	42100	42350	42500	42550	33300	2.2
Mean	32750	34250	35750	37300	38800	40300	41750	43150	44550	47100	50300	52700	54200	55000	55250	55100	54750	53800	45650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34900	35950	39900	42100	45900	47350	50950	52850	54900	58150	62600	62850	62650	63750	63350	63500	68250	63450	59650	
Upper Quartile	33000	34250	36850	38900	41700	43050	46350	49650	50750	53150	57950	57950	57100	59300	59500	60150	60550	59600	53700	
Median	31550	33100	35000	36250	38200	39400	41650	43500	44600	46700	50050	51200	49500	57200	55400	56600	53550	57000	43750	
Lower Quartile	30600	32150	33450	34450	36300	35600	38550	39100	41450	41850	43050	43550	44050	51400	50950	47100	50250	50850	36800	
Lower Decile	30050	30800	32400	32750	34500	32700	35000	35400	37500	38200	38650	39300	38500	44550	47550	37350	40850	44100	33300	
Mean	32350	33650	35800	37000	39350	40100	42550	44050	45850	47550	50400	51400	51050	55850	55300	53950	55100	55450	45650	
Supporting Data																				
Total Number	261	404	520	484	540	422	429	310	353	715	553	473	481	382	289	293	202	476	7588	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45250	47750	50300	52900	55500	58100	60700	65700	72500	78000	81850	84150	85150	85150	84600	82800	73300	2.2
Upper Quartile	0	0	44350	46450	48600	50750	52900	54950	57000	60900	65950	69850	72500	74000	74550	74500	74050	72650	63400	2.2
Median	0	0	42950	44750	46550	48300	50000	51650	53200	56100	59650	62150	63600	64250	64200	63800	63200	61750	56350	2.2
Lower Quartile	0	0	41000	42550	44000	45450	46800	48150	49400	51600	54250	56050	57050	57350	57200	56800	56250	55050	49500	2.2
Lower Decile	0	0	38150	39500	40750	41950	43100	44150	45150	46900	48900	50100	50600	50600	50250	49700	49100	47900	44250	2.2
Mean	0	0	42500	44350	46150	47950	49750	51450	53100	56250	60200	63250	65250	66400	66800	66750	66400	65350	57750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43950	46850	50000	53500	57250	57850	61800	67550	72500	74400	77750	83200	84950	91050	84650	87200	73300	
Upper Quartile	0	0	43300	45550	48850	51500	54000	54800	58550	62250	66200	66400	68150	75200	75850	76200	76000	75350	63400	
Median	0	0	42200	43250	46950	48950	51350	51350	54900	57350	59800	59200	60900	64400	64550	62800	65350	66000	56350	
Lower Quartile	0	0	41100	40250	44750	46300	48200	47700	50750	52350	54800	53900	54650	56950	57450	56850	58150	57950	49500	
Lower Decile	0	0	38950	36950	41450	42950	43500	43150	46500	47600	49950	48400	50000	46600	51300	51550	52600	49300	44250	
Mean	0	0	42300	42900	46450	48550	50700	50950	54400	57550	60550	60450	62250	66400	67050	68350	67800	68400	57750	
Supporting Data																				
Total Number	3	44	153	249	324	374	394	379	446	1261	970	713	607	485	326	245	156	219	7348	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	0	0	0	2	1	5	0	4	14	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	62650	69200	78450	86100	91550	94600	95550	95150	93900	90600	87450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59350	65400	73700	80250	84500	86500	86600	85550	83950	80250	78900	2.2
Median	0	0	0	0	0	0	0	0	56500	61900	69100	74450	77650	78800	78400	77050	75350	71750	71950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	53600	58300	64350	68700	71050	71650	70950	69600	67950	64650	65000	2.2
Lower Decile	0	0	0	0	0	0	0	0	46700	50500	55350	58850	60850	61550	61250	60400	59300	56900	55100	2.2
Mean	0	0	0	0	0	0	0	0	56350	61600	68650	74150	77700	79350	79500	78700	77400	74400	72700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	68950	75000	79250	82200	84750	88750	93800	109900	94650	98750	87450	
Upper Quartile	0	0	0	0	0	0	0	0	65800	70900	74650	76100	78050	82600	84450	95600	84950	87750	78900	
Median	0	0	0	0	0	0	0	0	62650	67250	70750	71800	69600	75950	77400	81350	80100	79000	71950	
Lower Quartile	0	0	0	0	0	0	0	0	60350	62550	66750	68100	60650	72550	69750	73050	73300	69800	65000	
Lower Decile	0	0	0	0	0	0	0	0	47450	49200	60350	60300	53750	66700	57450	61000	61500	59150	55100	
Mean	0	0	0	0	0	0	0	0	60800	66450	70200	71850	69500	78250	77550	85400	78950	81300	72700	
Supporting Data																				
Total Number	0	0	0	0	3	3	13	12	32	218	234	146	225	195	132	80	51	83	1426	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	0	0	0	2	0	5	0	4	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44200	46600	49000	51450	53800	56150	58350	62450	67350	70450	71750	71650	70600	69100	67450	64300	64100	2.2
Upper Quartile	0	0	42750	45000	47250	49500	51650	53750	55700	59300	63400	65800	66650	66200	65000	63450	61850	58850	59650	2.2
Median	0	0	41000	43050	45100	47100	49050	50900	52650	55750	59250	61200	61750	61250	60100	58600	57150	54450	54250	2.2
Lower Quartile	0	0	39300	41050	42800	44450	46050	47600	49000	51450	54100	55500	55800	55250	54200	52950	51700	49450	48250	2.2
Lower Decile	0	0	36950	38450	39850	41200	42500	43700	44800	46700	48700	49650	49750	49250	48400	47350	46350	44500	43250	2.2
Mean	0	0	41050	43000	44950	46850	48700	50500	52150	55150	58500	60500	61200	60850	59900	58650	57350	54900	54150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43950	46850	50000	53200	56850	57300	60200	63200	65650	66800	67550	70000	68400	71350	74150	71950	64100	
Upper Quartile	0	0	43300	45550	48850	51450	53850	54600	57950	59950	62000	61950	62900	63550	65050	64150	67700	66750	59650	
Median	0	0	42200	43250	47000	48900	51350	51250	54600	56450	57950	57650	58350	59150	59700	59650	61650	61750	54250	
Lower Quartile	0	0	41100	40250	44800	46250	48350	47700	50650	51950	53550	52200	52950	51950	55700	54600	56250	54400	48250	
Lower Decile	0	0	38950	36950	41750	42850	43750	43250	46400	46950	48550	47850	47800	45400	48850	50200	51900	46600	43250	
Mean	0	0	42300	42900	46500	48400	50700	50800	53950	55700	57500	57550	58000	58500	59900	60100	62450	60500	54150	
Supporting Data																				
Total Number	3	44	153	249	321	371	382	366	414	1043	736	568	381	290	194	165	105	136	5922	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	63700	65500	68950	73800	78100	81800	84850	87300	89150	90500	92300	82650	2.2
Upper Quartile	0	0	0	0	0	0	0	61950	62800	64550	67400	70400	73350	76200	78850	81150	83050	85700	73550	2.6
Median	0	0	0	0	0	0	0	59600	60100	61200	63000	64900	66800	68650	70450	72050	73400	75500	65350	2.4
Lower Quartile	0	0	0	0	0	0	0	56300	56900	57950	59400	60700	61900	62900	63750	64450	65000	65900	60750	2.2
Lower Decile	0	0	0	0	0	0	0	52650	53350	54600	56150	57400	58400	59100	59600	59950	60150	60400	56850	2.2
Mean	0	0	0	0	0	0	0	59000	59850	61600	64050	66350	68450	70350	72050	73500	74700	76600	67800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	63800	63950	68000	74700	81000	79900	83550	84950	88550	89100	97600	82650	
Upper Quartile	0	0	0	0	0	0	0	62250	61650	64600	67750	71400	71200	76250	79000	81600	82550	86700	73550	
Median	0	0	0	0	0	0	0	59450	58600	61400	63400	65750	65300	68000	70750	71500	74900	75900	65350	
Lower Quartile	0	0	0	0	0	0	0	55300	56150	57950	59850	61400	61350	62450	63150	63450	65500	67400	60750	
Lower Decile	0	0	0	0	0	0	0	51200	53300	54750	56500	57650	57850	59650	58350	59500	61050	61100	56850	
Mean	0	0	0	0	0	0	0	58650	58550	61550	64400	67600	67050	70050	71150	73150	75250	78100	67800	
Supporting Data																				
Total Number	0	0	0	1	6	13	20	41	55	258	345	376	285	269	228	165	116	130	2309	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

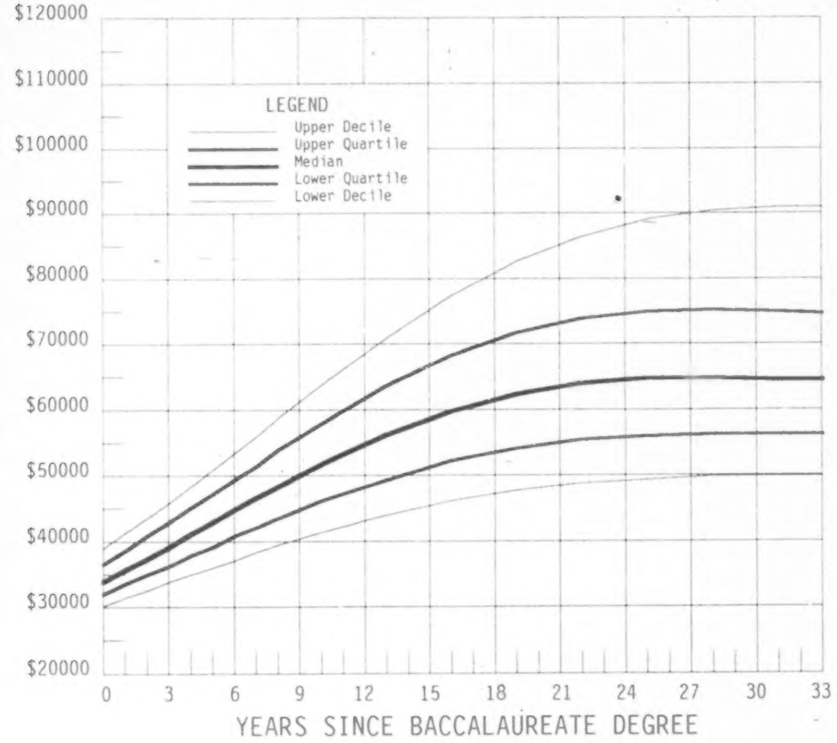
1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	75050	81000	85550	88650	90350	91050	90950	90450	88900	89550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	70150	75700	80100	83150	85050	85900	86050	85800	84650	83750	2.2
Median	0	0	0	0	0	0	0	0	0	66200	71100	75000	77850	79700	80750	81150	81150	80600	78450	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	63400	67550	70850	73300	74900	75850	76300	76400	76150	73250	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	60800	64600	67650	69950	71500	72450	72950	73100	73000	69300	2.2
Mean	0	0	0	0	0	0	0	0	0	67200	72250	76150	78950	80650	81500	81700	81500	80600	79100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74400	86050	85750	88050	88950	89100	91600	89900	94400	89550	
Upper Quartile	0	0	0	0	0	0	0	0	0	72000	76550	81850	82700	83150	84750	84850	85950	90800	83750	
Median	0	0	0	0	0	0	0	0	0	70000	72900	75400	76600	78450	80300	81200	81950	83000	78450	
Lower Quartile	0	0	0	0	0	0	0	0	0	68000	69350	70800	72300	74050	75250	76050	77950	77850	73250	
Lower Decile	0	0	0	0	0	0	0	0	0	64800	66050	68050	68700	70300	72400	72550	74450	74600	69300	
Mean	0	0	0	0	0	0	0	0	0	69500	74000	77000	77700	79800	80300	81250	82250	84250	79100	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	0	11	33	88	65	87	84	58	41	26	493	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	61000	62200	63400	65750	69100	72300	75250	77950	80350	82400	84150	86900	74900	2.2
Upper Quartile	0	0	0	0	0	0	58000	59150	60250	62400	65250	67750	69800	71500	72850	73850	74600	75650	67600	2.2
Median	0	0	0	0	0	0	55150	56350	57450	59550	62100	64100	65500	66400	66900	67100	67150	66950	63250	2.2
Lower Quartile	0	0	0	0	0	0	52050	53250	54400	56500	59050	60800	61900	62450	62550	62400	62100	61300	59750	2.2
Lower Decile	0	0	0	0	0	0	49300	50500	51600	53550	55850	57450	58350	58700	58700	58400	58000	57100	56250	2.2
Mean	0	0	0	0	0	0	55300	56450	57600	59700	62450	64700	66450	67750	68700	69300	69650	70050	64750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	63200	63800	63950	67350	72600	71600	70650	73950	76050	83450	86050	98800	74900	
Upper Quartile	0	0	0	0	0	0	61400	62250	61650	64000	66650	67350	66800	68700	70650	72300	76550	83800	67600	
Median	0	0	0	0	0	0	58800	59450	58600	61200	62750	63800	63450	64000	65300	65500	67450	73700	63250	
Lower Quartile	0	0	0	0	0	0	56450	55300	56150	57800	59300	60400	60450	61100	60950	61300	62950	65700	59750	
Lower Decile	0	0	0	0	0	0	54200	51200	53300	54550	56300	56800	57150	57900	56800	57750	59900	60050	56250	
Mean	0	0	0	0	0	0	58800	58650	58550	61250	63400	64700	63900	65400	65750	68800	71400	76600	64750	
Supporting Data																				
Total Number	0	0	0	1	6	13	20	41	55	248	312	288	220	182	143	108	75	104	1815	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

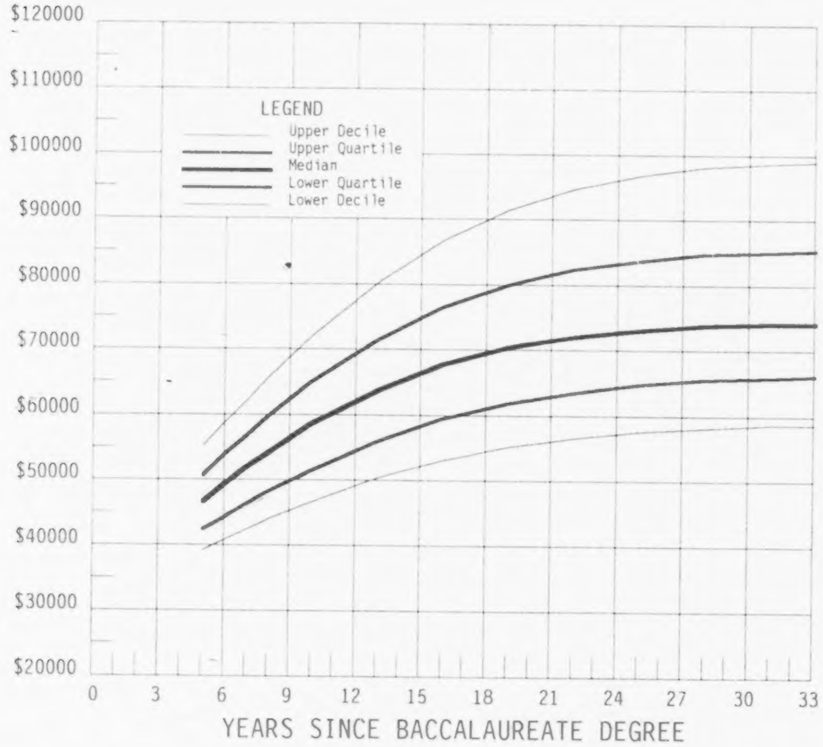
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41300	43600	45950	48400	50900	53400	55950	58550	63650	70950	77400	82600	86450	88950	90400	91000	91000	75050	2.2
Upper Quartile	36600	38650	40700	42850	45000	47200	49400	51600	53800	58000	63700	68400	71750	73900	74950	75250	75000	73850	63850	2.2
Median	33900	35650	37400	39250	41050	42900	44700	46550	48300	51700	56200	59800	62400	63950	64700	64850	64650	63750	53800	2.2
Lower Quartile	32050	33500	34950	36400	37850	39300	40700	42100	43450	46050	49450	52150	54100	55400	56100	56400	56400	56000	44150	2.2
Lower Decile	30250	31400	32600	33800	34950	36100	37200	38300	39400	41400	44000	46100	47700	48750	49400	49750	49850	49750	37400	2.2
Mean	34400	36150	37900	39750	41600	43400	45250	47100	48900	52400	57100	61000	63900	65850	66950	67450	67500	67000	55600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	40100	43450	46200	49150	51550	54550	55700	59800	65150	70300	74800	80750	84200	88450	92950	92350	93050	75050	
Upper Quartile	35400	37300	40500	42950	46050	47750	50350	51600	55300	59400	63300	66100	69100	73050	75000	75950	75500	76150	63850	
Median	33450	35150	37100	39250	41300	43050	44800	46050	49350	53050	56250	58500	60950	63200	64300	64800	64900	65500	53800	
Lower Quartile	32150	33100	34700	36300	38250	39350	40650	41750	43750	47000	49100	51350	53500	55450	55950	56550	56850	56300	44150	
Lower Decile	30300	31100	32500	33750	35350	36450	37050	37800	39450	42000	43600	45250	47650	49650	49650	49300	50350	49500	37400	
Mean	34100	35500	37750	39800	42100	43600	45450	46650	49650	53550	56850	59600	62800	65500	66850	67750	67750	68100	55600	
Supporting Data																				
Total Number	1013	1352	1612	1325	1814	2203	2204	2162	2045	5890	4923	4312	3837	3561	2997	2605	2235	2950	49041	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	6	10	7	13	9	22	68	
Less Than $22000	0	0	1	1	1	1	0	0	0	1	0	0	1	0	0	0	0	0	6	

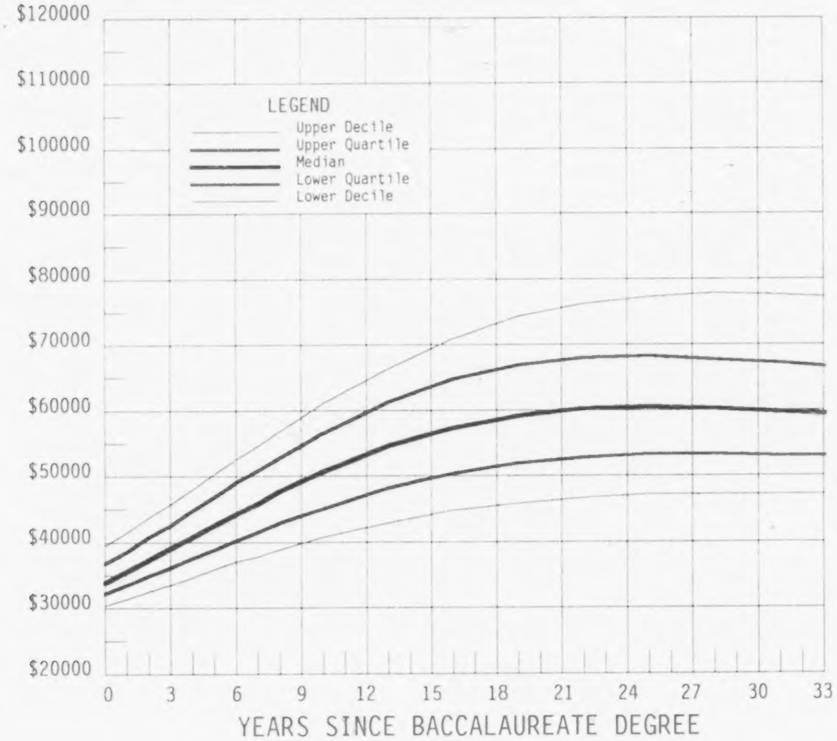
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55100	58650	62200	65600	72000	80250	86700	91400	94650	96750	98050	98750	99200	94750	4.2
Upper Quartile	0	0	0	0	0	50750	53800	56800	59650	64950	71550	76500	80000	82350	83850	84700	85200	85550	78100	4.2
Median	0	0	0	0	0	46800	49400	51900	54250	58550	63800	67650	70300	72000	73100	73750	74050	74300	68350	4.4
Lower Quartile	0	0	0	0	0	42350	44350	46300	48150	51600	55950	59350	61850	63600	64800	65550	65950	66300	58500	3.8
Lower Decile	0	0	0	0	0	39100	40750	42350	43900	46700	50300	53050	55100	56550	57550	58200	58550	58900	49700	3.6
Mean	0	0	0	0	0	47200	49850	52350	54750	59200	64800	69000	72050	74100	75450	76250	76700	77000	69550	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55400	58750	62050	65400	72950	78600	84450	95200	95950	96900	97750	97500	97800	94750	
Upper Quartile	0	0	0	0	0	49000	51650	54450	60250	67950	71650	74850	79200	81300	84400	86100	85350	85900	78100	
Median	0	0	0	0	0	44500	46250	50250	51750	60850	64850	67600	69850	72300	73600	74550	72200	73450	68350	
Lower Quartile	0	0	0	0	0	40900	43100	45000	47900	52400	55900	59400	62100	64350	64900	65950	64850	65450	58500	
Lower Decile	0	0	0	0	0	38500	39600	42150	44300	47850	50000	52250	54550	57050	57800	59200	57800	58750	49700	
Mean	0	0	0	0	0	45800	48050	51200	53850	61150	64900	68150	71900	74250	75500	77250	75650	76900	69550	
Supporting Data																				
Total Number	19	52	95	49	78	120	189	215	236	962	1109	1176	1285	1365	1185	995	915	1051	11098	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	6	10	6	11	8	18	59	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39550	41650	43750	45900	48100	50300	52500	54700	56850	60950	66500	71050	74300	76400	77450	77800	77650	76650	66550	2.2
Upper Quartile	36800	38750	40750	42800	44850	46900	48950	50950	52900	56550	61250	64750	66950	68000	68200	67800	67100	65350	59150	2.2
Median	33950	35700	37400	39150	40900	42650	44350	46000	47650	50700	54550	57450	59300	60250	60500	60250	59750	58450	50600	2.2
Lower Quartile	32150	33550	34900	36300	37700	39050	40350	41650	42900	45200	48200	50450	51950	52850	53250	53250	53100	52450	42100	2.2
Lower Decile	30300	31450	32600	33700	34800	35900	36950	37950	38900	40700	43000	44750	46000	46750	47100	47250	47200	46850	36350	2.2
Mean	34600	36250	37950	39650	41350	43050	44700	46350	47950	50950	54850	57900	60000	61250	61850	61900	61650	60800	51550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	39800	43200	45950	49100	51450	54250	55350	59150	62600	65900	67600	69950	74100	76350	78650	78800	82250	66550	
Upper Quartile	35300	37150	40300	42800	46000	47650	50250	51150	54950	57950	60850	62400	63750	65600	66950	67600	67750	70100	59150	
Median	33400	35050	37050	39150	41150	42950	44550	45700	48850	52050	54400	56000	57550	59150	59450	60000	60450	60850	50600	
Lower Quartile	32100	33000	34700	36200	38150	39250	40400	41400	43200	46100	47800	49600	51350	52600	53000	53000	53550	53350	42100	
Lower Decile	30300	31050	32450	33650	35300	36350	36800	37300	39100	41400	42550	44100	45700	47050	47150	47300	47550	46950	36350	
Mean	33950	35350	37550	39600	42000	43500	45200	46150	49100	52100	54500	56400	58250	60050	61200	61900	62250	63250	51550	
Supporting Data																				
Total Number	994	1300	1517	1276	1736	2084	2015	1947	1809	4928	3814	3136	2551	2196	1812	1610	1320	1899	37942	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	4	9	
Less Than $22000	0	0	1	1	1	1	0	0	0	1	0	0	1	0	0	0	0	0	6	

1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38050	40000	42000	44100	46200	48400	50550	52800	55000	59450	65900	71750	76800	80850	83900	86000	87400	88800	69950	2.2
Upper Quartile	35300	37050	38850	40700	42550	44400	46250	48150	50000	53600	58600	62850	66200	68650	70250	71200	71650	71700	58800	2.2
Median	33700	35150	36600	38050	39550	41000	42500	43900	45350	48050	51800	54950	57450	59350	60650	61450	61900	62250	48400	2.2
Lower Quartile	32050	33250	34400	35600	36750	37950	39100	40200	41300	43400	46200	48550	50450	51900	52950	53650	54050	54450	40050	2.2
Lower Decile	30250	31250	32250	33200	34200	35150	36050	36950	37850	39500	41700	43550	45000	46100	46850	47400	47700	48050	35100	2.2
Mean	33950	35450	36950	38500	40050	41600	43150	44650	46150	49100	53150	56650	59500	61700	63250	64300	64900	65500	51150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37750	39550	42450	43800	46750	48350	50300	52750	55150	60700	65550	69700	77550	79200	84350	85650	87500	90100	69950	
Upper Quartile	35350	37000	38650	40450	43000	44450	46100	47800	50500	54300	58300	61800	66350	69150	69600	70700	71200	72650	58800	
Median	33450	35000	36500	37850	39750	41250	42500	43900	45650	48950	51000	54100	56950	60000	60300	61400	62300	62550	48400	
Lower Quartile	32150	33000	34300	35350	37100	38450	39050	40150	41300	43950	45350	47550	50700	52950	52750	53900	54550	54050	40050	
Lower Decile	30300	31000	32250	32850	34650	35800	36000	36350	38050	40050	41050	42400	44950	47650	46900	47600	48400	47300	35100	
Mean	34050	35300	36950	38400	40450	41750	42900	44350	46300	49850	52500	55550	59950	62400	62900	64300	64850	65600	51150	
Supporting Cata																				
Total Number	1008	1295	1307	913	1180	1436	1380	1300	1041	2909	2289	2022	1843	1644	1415	1311	1249	1749	27292	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	4	2	6	5	16	39	
Less Than $22000	0	0	0	1	1	1	0	0	0	1	0	0	1	0	0	0	0	0	5	

1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	49200	52250	55250	58300	61300	67150	75250	82200	87850	92150	95300	97400	98700	99800	89600	3.6
Upper Quartile	0	0	0	0	45250	47750	50250	52650	55000	59450	65350	70100	73800	76500	78400	79600	80300	80900	72500	3.8
Median	0	0	0	0	42050	44150	46200	48250	50150	53800	58500	62250	65100	67150	68600	69500	70050	70450	63100	3.8
Lower Quartile	0	0	0	0	39300	41000	42650	44300	45850	48750	52550	55600	57950	59700	60900	61750	62250	62650	53200	3.6
Lower Decile	0	0	0	0	36750	38250	39700	41050	42400	44850	48050	50550	52450	53850	54800	55450	55850	56200	45650	3.6
Mean	0	0	0	0	42900	45100	47250	49400	51450	55300	60400	64500	67700	70050	71650	72700	73350	73800	65000	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	52400	53650	54600	57000	59450	69250	71950	79200	93350	95250	95500	97500	97150	97250	89600	
Upper Quartile	0	0	0	0	46750	48200	49500	52650	53250	61000	64500	69500	74800	75450	78000	79450	79000	83000	72500	
Median	0	0	0	0	42900	44150	45600	48600	50400	54000	57500	62100	66200	67800	67700	69400	69150	71050	63100	
Lower Quartile	0	0	0	0	40150	40550	42350	44550	47050	49800	51450	54800	57450	60450	61100	61450	62050	63300	53200	
Lower Decile	0	0	0	0	38050	38400	39150	41950	44050	45150	47050	50150	51850	54050	54450	56500	56100	56350	45650	
Mean	0	0	0	0	44150	45000	46800	49800	51350	56250	59250	63450	68800	70100	70900	73100	72600	74750	65000	
Supporting Data																				
Total Number	19	52	93	44	70	103	140	162	138	452	507	543	646	614	552	494	531	650	5810	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	4	2	6	4	13	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39650	41600	43600	45600	47650	49650	51650	53650	57450	62650	66900	70050	72200	73400	73900	73950	73350	62550	2.2
Upper Quartile	35400	37050	38750	40450	42150	43850	45550	47200	48800	51900	56000	59300	61750	63400	64300	64650	64700	64250	53950	2.2
Median	33700	35100	36500	37900	39300	40700	42050	43350	44650	47050	50200	52750	54600	55800	56550	56900	56950	56700	45350	2.2
Lower Quartile	32100	33250	34350	35500	36600	37650	38750	39750	40750	42600	45050	47000	48500	49600	50300	50700	50900	50950	38450	2.2
Lower Decile	30300	31250	32200	33100	34000	34900	35750	36550	37350	38800	40700	42250	43350	44150	44650	44950	45100	45150	34350	2.2
Mean	34000	35400	36850	38250	39700	41100	42500	43850	45200	47700	51100	53850	55950	57450	58400	58900	59150	59100	47400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	39150	41450	43400	46450	47750	49700	51750	54400	58800	62900	64700	67400	71700	72600	73150	74400	76150	62550	
Upper Quartile	35250	36900	38300	40300	42750	44100	45700	46850	49600	53050	55600	58100	60150	63250	63000	64650	64200	66500	53950	
Median	33400	34950	36450	37700	39600	41050	42200	43350	44800	48050	49400	51850	53700	55850	55400	57100	57500	57750	45350	
Lower Quartile	32100	32900	34300	35200	37000	38350	38750	39550	40750	43250	44250	45900	48500	50650	50200	50250	51500	51050	38450	
Lower Decile	30250	30950	32150	32750	34600	35600	35650	35900	37700	39450	39950	41250	43000	45000	45300	45350	45600	44650	34350	
Mean	33900	35100	36700	38100	40200	41500	42450	43550	45550	48650	50600	52600	55150	57800	57800	58950	59150	60150	47400	
Supporting Data																				
Total Number	989	1243	1214	868	1110	1334	1239	1138	903	2457	1782	1480	1197	1030	863	817	718	1099	21482	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3	4	
Less Than $22000	0	0	0	1	1	1	0	0	0	1	0	0	1	0	0	0	0	0	5	

1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES; MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45050	47500	50000	52550	55150	57750	60400	65600	73000	79550	84850	88700	91250	92650	93250	93200	77350	2.2
Upper Quartile	0	0	44050	46100	48150	50250	52350	54400	56400	60350	65600	69950	73200	75400	76650	77200	77300	76800	66250	2.2
Median	0	0	42200	43950	45650	47300	48950	50600	52150	55100	58900	61900	64050	65400	66050	66300	66200	65600	57250	2.2
Lower Quartile	0	0	39250	40700	42100	43500	44850	46150	47450	49800	52800	55100	56700	57700	58150	58300	58200	57700	49700	2.2
Lower Decile	0	0	35900	37200	38450	39650	40850	42000	43100	45100	47600	49500	50750	51500	51800	51800	51650	51100	43700	2.2
Mean	0	0	41400	43200	45000	46850	48650	50400	52100	55400	59800	63350	66000	67750	68700	69150	69200	68750	59400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43900	46850	49850	52850	56600	57300	61250	67200	72450	76500	82900	87250	93950	95300	95200	92500	77350	
Upper Quartile	0	0	43100	45400	48400	50700	53100	54000	57650	61650	65700	67550	70850	75000	76700	78950	77800	78200	66250	
Median	0	0	41650	43000	45850	47650	50150	49950	53300	56350	58850	60100	62300	64650	66000	67500	66400	67200	57250	
Lower Quartile	0	0	39400	40300	42000	43550	45550	45300	47800	50900	53100	53750	55800	56900	57850	58250	58750	59250	49700	
Lower Decile	0	0	36050	37150	38650	39300	41350	41200	43150	45900	47900	48750	50300	50650	52200	50900	51950	52450	43700	
Mean	0	0	41150	42800	45100	46950	49450	49600	52650	56600	59900	61700	64700	67100	68750	69950	69550	69950	59400	
Supporting Data																				
Total Number	5	56	304	407	626	744	782	796	895	2556	2088	1685	1483	1394	1106	945	719	902	17494	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	0	3	3	6	2	4	19	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58300	61850	65450	72650	82750	91050	96700	99550	100100	99150	97400	93100	95850	2.2
Upper Quartile	0	0	0	0	0	0	54300	57200	60100	65800	73600	80000	84400	86850	87650	87300	86300	83650	80050	2.2
Median	0	0	0	0	0	0	51000	53600	56200	61250	67850	72900	76000	77300	77200	76250	74900	71900	71000	2.2
Lower Quartile	0	0	0	0	0	0	47000	49300	51600	55900	61550	65800	68350	69400	69300	68450	67300	64750	64150	2.2
Lower Decile	0	0	0	0	0	0	42500	44350	46200	49650	54300	57900	60400	61800	62300	62150	61700	60350	56450	2.2
Mean	0	0	0	0	0	0	51050	53700	56350	61450	68350	73800	77350	79150	79500	78900	77800	75100	73100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61850	66850	67700	74650	81400	91150	96100	97000	97850	97950	98150	97750	95850	
Upper Quartile	0	0	0	0	0	0	57650	60700	63900	70100	74300	76550	80950	83650	85400	88850	88850	88200	80050	
Median	0	0	0	0	0	0	50950	54650	60000	65700	69250	70000	72050	74550	75600	77450	75600	76500	71000	
Lower Quartile	0	0	0	0	0	0	45400	49450	49950	59850	63600	63200	65150	67750	68050	70100	67350	67650	64150	
Lower Decile	0	0	0	0	0	0	42000	43250	45400	52150	56000	56000	59650	59650	60050	63850	61400	63550	56450	
Mean	0	0	0	0	0	0	51700	55400	57450	65450	69500	71050	74300	76650	77800	80400	78700	78900	73100	
Supporting Data																				
Total Number	0	1	3	5	8	17	49	53	97	491	553	504	518	572	444	374	299	338	4325	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	0	3	2	5	2	3	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44700	46850	49050	51200	53350	55500	57600	61650	67000	71300	74400	76300	77250	77450	77250	76250	66900	2.2
Upper Quartile	0	0	42900	44900	46950	48950	50950	52900	54750	58200	62500	65600	67450	68200	68150	67600	66800	65000	60450	2.2
Median	0	0	40700	42550	44350	46150	47900	49600	51200	54100	57650	60050	61300	61650	61350	60650	59800	58000	54150	2.2
Lower Quartile	0	0	38100	39650	41150	42650	44100	45450	46800	49150	51950	53850	54850	55150	54900	54400	53750	52350	47750	2.2
Lower Decile	0	0	35100	36450	37750	39000	40250	41400	42500	44500	46850	48450	49250	49500	49350	48950	48400	47300	42400	2.2
Mean	0	0	40450	42200	44000	45750	47450	49100	50700	53650	57400	60100	61800	62600	62750	62450	61900	60600	54900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43900	46850	49850	52750	56000	56350	59700	62950	65650	67400	70300	73800	77550	80250	78600	81750	66900	
Upper Quartile	0	0	43050	45350	48400	50600	52900	53700	56950	59250	61350	62450	63800	65450	67450	69050	68400	70600	60450	
Median	0	0	41650	42950	45850	47650	50100	49700	53050	55000	56650	57300	58550	59700	60700	60750	61350	62900	54150	
Lower Quartile	0	0	39400	40250	42000	43600	45600	45150	47550	50000	51350	52050	53250	53350	54950	53850	55000	55650	47750	
Lower Decile	0	0	36050	37100	38600	39300	41300	41050	42900	45100	46700	47400	48250	47450	49700	48300	49200	49900	42400	
Mean	0	0	41050	42750	45100	46850	49300	49150	52050	54500	56450	57750	59500	60450	62700	63150	63050	64550	54900	
Supporting Data																				
Total Number	5	55	301	403	618	727	733	743	798	2065	1535	1182	965	822	662	571	420	563	13169	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	3	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	61150	62950	64750	68300	73400	78250	82650	86600	89950	92750	95000	98450	84700	2.2
Upper Quartile	0	0	0	0	0	0	60200	60900	61700	63650	67050	70750	74450	77800	80650	82800	84350	85800	75000	3.4
Median	0	0	0	0	0	0	57500	58100	58750	60200	62500	64950	67300	69450	71350	72850	74000	75350	65650	3.0
Lower Quartile	0	0	0	0	0	0	53050	53950	54850	56500	58650	60450	61850	63000	63800	64400	64850	65350	60450	2.2
Lower Decile	0	0	0	0	0	0	48050	49250	50350	52400	54950	56850	58100	58850	59200	59250	59100	58650	56100	2.2
Mean	0	0	0	0	0	0	55800	56950	58050	60250	63450	66400	69050	71350	73300	74850	76000	77450	68600	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62250	63750	65150	67400	72800	80800	81900	85100	89600	94100	94450	98900	84700	
Upper Quartile	0	0	0	0	0	0	59350	61700	61550	63750	67000	71600	72050	78600	81950	83100	83800	85100	75000	
Median	0	0	0	0	0	0	56700	58250	57850	60700	62650	65450	65650	68850	72950	72950	74600	74600	65650	
Lower Quartile	0	0	0	0	0	0	53000	53400	53250	57100	58700	61000	61350	62350	64000	64100	65250	65700	60450	
Lower Decile	0	0	0	0	0	0	47300	48900	48550	53400	55100	56800	57650	58450	59250	59200	60100	58400	56100	
Mean	0	0	0	0	0	0	55400	57300	57300	60650	63200	67200	67700	71100	74150	74850	76250	77200	68600	
Supporting Data																				
Total Number	0	2	1	5	8	23	43	67	108	425	546	604	510	522	475	349	267	300	4255	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	1	2	2	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

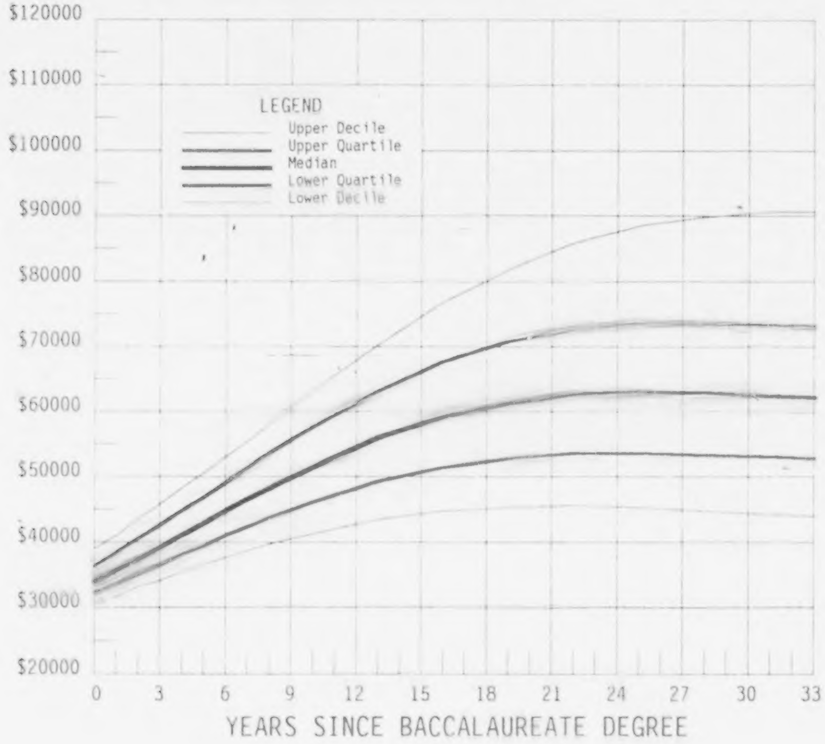
1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72300	78600	84300	89300	93400	96650	99050	100800	103050	95400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	70350	75250	79550	83150	86000	88250	89850	90950	92350	85350	2.2
Median	0	0	0	0	0	0	0	0	0	65800	70800	74900	78000	80150	81550	82250	82550	82450	79250	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	61450	66200	70050	72900	74800	75900	76400	76500	76050	73250	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	57550	62900	66550	68900	70300	71150	71650	71900	72050	68550	4.4
Mean	0	0	0	0	0	0	0	0	0	65400	70800	75350	79000	81650	83450	84550	85100	85400	80850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74250	78250	84750	90800	91750	97350	97950	97100	109350	95400	
Upper Quartile	0	0	0	0	0	0	0	0	0	71650	74950	81400	83400	83950	88250	89850	88900	96900	85350	
Median	0	0	0	0	0	0	0	0	0	68000	71800	75350	76700	79450	81900	82400	82650	83100	79250	
Lower Quartile	0	0	0	0	0	0	0	0	0	61450	68050	70900	71600	73700	76250	76450	77200	76400	73250	
Lower Decile	0	0	0	0	0	0	0	0	0	55650	64250	67500	67500	69100	72500	71450	72250	71850	68550	
Mean	0	0	0	0	0	0	0	0	0	66050	71400	76500	78050	80850	83700	83950	84300	87900	80850	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	1	20	50	129	120	179	188	127	85	63	963	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	0	1	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	60550	61850	63100	65650	69400	73050	76500	79700	82600	85200	87400	90950	77300	2.2
Upper Quartile	0	0	0	0	0	0	57800	58900	60000	62150	65100	67750	70100	72150	73850	75200	76300	77950	68250	2.2
Median	0	0	0	0	0	0	54800	55950	57050	59050	61600	63700	65250	66350	67050	67500	67750	67900	63250	2.2
Lower Quartile	0	0	0	0	0	0	50800	52100	53300	55500	58200	60150	61450	62100	62350	62300	62100	61400	59050	2.2
Lower Decile	0	0	0	0	0	0	46550	47950	49300	51700	54550	56500	57600	57950	57850	57400	56800	55550	54750	2.2
Mean	0	0	0	0	0	0	54150	55400	56600	58900	61950	64500	66550	68100	69250	70050	70600	71150	65000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62250	63750	65150	66850	70550	73350	72200	78500	80650	85050	89400	95950	77300	
Upper Quartile	0	0	0	0	0	0	59350	61700	61600	63550	65950	67450	67350	70150	72950	74450	78450	81700	68250	
Median	0	0	0	0	0	0	56700	58250	57850	60550	62100	63600	63750	64000	66150	66400	68000	72050	63250	
Lower Quartile	0	0	0	0	0	0	53000	53400	53200	57000	58300	60050	60350	60800	61150	61400	62900	64050	59050	
Lower Decile	0	0	0	0	0	0	47300	48900	48550	53300	54750	56100	56850	56400	57000	57400	58250	56800	54750	
Mean	0	0	0	0	0	0	55400	57300	57300	60350	62400	64700	64500	66000	67850	69600	72500	74300	65000	
Supporting Data																				
Total Number	0	2	1	5	8	23	43	67	108	405	497	475	390	344	287	222	181	237	3292	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

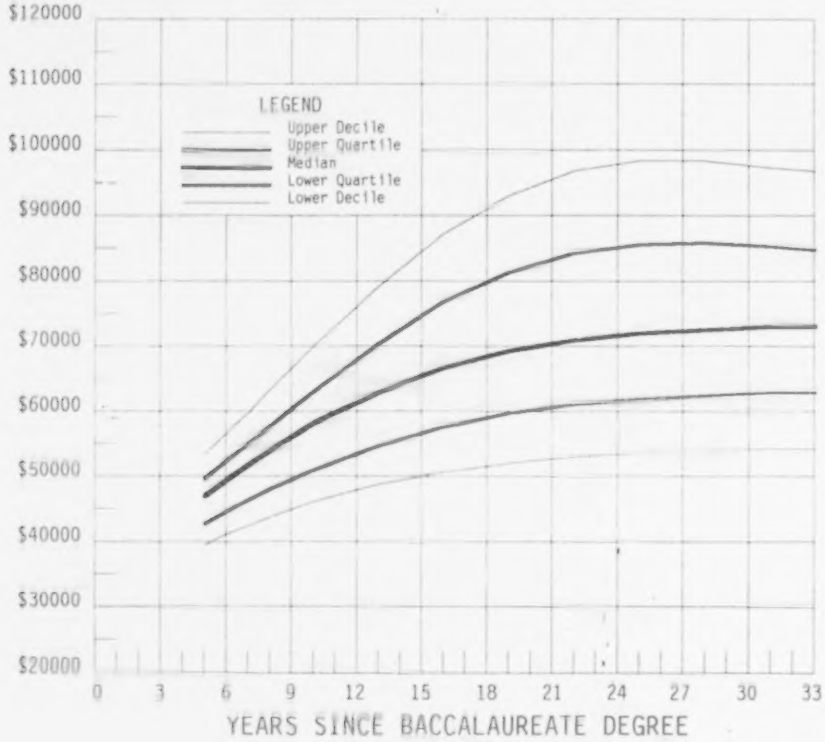
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39000	41150	43450	45750	48150	50600	53100	55600	58150	63200	70350	76750	81950	85850	88450	89950	90650	90800	73050	2.2
Upper Quartile	36350	38350	40450	42600	44800	47000	49200	51400	53550	57700	63300	67800	71000	72850	73700	73700	73300	71900	62200	2.2
Median	33850	35650	37450	39250	41100	42900	44750	46550	48300	51600	55900	59200	61450	62650	63050	62900	62500	61200	51850	2.2
Lower Quartile	32150	33650	35150	36600	38100	39550	41000	42350	43700	46150	49250	51450	52850	53500	53600	53350	52950	51850	42700	2.2
Lower Decile	30550	31800	33050	34250	35400	36550	37650	38700	39650	41400	43400	44700	45350	45500	45250	44800	44300	43200	36700	2.2
Mean	34450	36200	38000	39800	41650	43500	45350	47150	48900	52300	56800	60350	62900	64500	65250	65400	65200	64300	54050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	40100	43500	45750	49150	51250	53950	55800	59750	64600	70400	73950	78150	83900	87650	91000	95200	93950	73050	
Upper Quartile	35600	37150	40450	42500	45850	47200	49650	51900	54950	58950	63300	65800	67500	72000	73650	74700	75750	73550	62200	
Median	33950	35150	37100	39150	41450	42700	44750	46600	49300	52600	56400	57650	59250	62350	62950	63650	64850	61350	51850	
Lower Quartile	32600	33300	34850	36350	38400	39300	41150	42350	44350	46700	49800	49950	51250	53600	54250	54600	55850	50400	42700	
Lower Decile	31050	31650	32500	33700	35650	36450	37850	38850	40400	42100	43950	42800	43950	44550	46350	47400	49300	40550	36700	
Mean	34550	35650	37750	39700	42100	43400	45450	47350	49900	53350	57100	58600	60650	63950	65650	66250	67850	64400	54050	
Supporting Data																				
Total Number	1435	1792	1968	1681	2042	2724	2775	2452	2466	6745	5408	4773	4261	3698	2995	2544	2017	2859	54634	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	2	15	29	8	18	40	115	
Less Than $22000	0	1	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

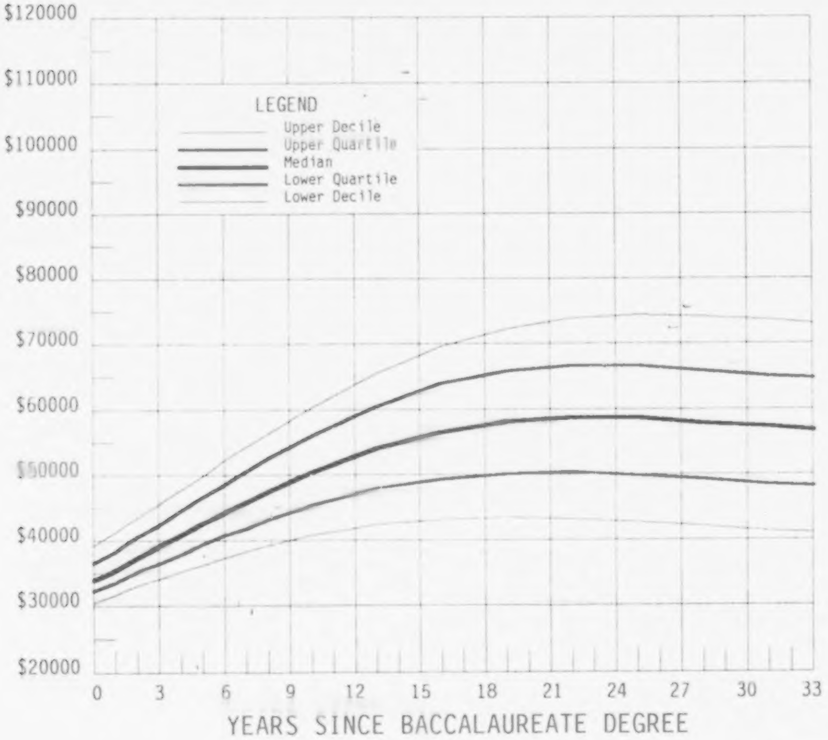
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53300	56500	59800	63100	69750	79200	87250	93200	96800	98300	98350	97450	94600	92900	2.2
Upper Quartile	0	0	0	0	0	49500	52200	54950	57650	63000	70500	76800	81400	84250	85600	85800	85350	83450	76550	2.2
Median	0	0	0	0	0	46900	49400	51750	54000	58100	63050	66700	69250	70950	72000	72650	72950	73150	66300	4.4
Lower Quartile	0	0	0	0	0	42650	44500	46300	48000	51050	54800	57650	59650	61050	61950	62500	62850	63050	55100	4.0
Lower Decile	0	0	0	0	0	39550	41050	42450	43750	46100	48800	50750	52100	53000	53600	53900	54100	54250	47750	4.0
Mean	0	0	0	0	0	47350	49850	52300	54600	58850	64150	68200	71100	73050	74300	75100	75550	75850	67900	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	54900	58800	63800	68450	72700	78650	83100	90950	95650	97350	97600	98650	99200	92900	
Upper Quartile	0	0	0	0	0	49550	52850	56200	62350	67200	71700	73700	77200	81800	83700	86250	87550	88300	76550	
Median	0	0	0	0	0	45150	47600	51400	54600	58450	64250	66250	67850	72250	72600	72700	74050	71000	66300	
Lower Quartile	0	0	0	0	0	41250	44200	46000	49000	51350	55600	56450	58000	63150	62500	62950	65500	60050	55100	
Lower Decile	0	0	0	0	0	38500	40650	42550	44800	46250	50000	50250	49050	54300	54400	54500	57350	52150	47750	
Mean	0	0	0	0	0	46550	48850	52300	56600	59850	64650	66550	68800	73800	75200	75200	77500	76000	67900	
Supporting Data																				
Total Number	32	73	75	66	123	172	253	293	280	1370	1484	1595	1509	1470	1216	1040	857	1046	12955	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	2	15	28	7	14	39	103	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39200	41300	43400	45600	47800	49950	52150	54300	56400	60400	65600	69650	72350	73800	74300	74100	73550	71950	64350	2.2
Upper Quartile	36500	38450	40450	42500	44550	46600	48600	50600	52500	56100	60600	63900	65850	66650	66600	66000	65200	63250	57300	2.2
Median	33900	35600	37350	39100	40850	42600	44300	45950	47550	50500	54100	56650	58150	58650	58550	58000	57250	55600	48550	2.2
Lower Quartile	32150	33600	35100	36550	37950	39350	40700	42000	43200	45350	47900	49450	50200	50300	49900	49250	48500	47050	40850	2.2
Lower Decile	30500	31750	32950	34150	35300	36350	37400	38350	39250	40750	42400	43300	43550	43300	42750	42100	41400	40100	35700	2.2
Mean	34600	36250	37950	39650	41350	43050	44650	46250	47800	50650	54200	56800	58350	59050	59100	58750	58150	56800	49750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39750	43350	45550	48900	51050	53350	55200	58550	61900	64950	66450	67800	70650	73450	75250	75900	77400	64350	
Upper Quartile	35550	37050	40350	42450	45650	47000	49400	51200	54200	57400	60350	61400	62550	64100	65800	66750	66850	67100	57300	
Median	33950	35050	37000	39100	41200	42550	44350	46150	48700	51500	54400	54700	56150	57650	58400	59000	59300	56350	48550	
Lower Quartile	32600	33200	34800	36350	38300	39250	40900	41950	43950	45850	48150	47150	49350	50250	50950	51350	52350	44900	40850	
Lower Decile	31000	31500	32450	33750	35350	36300	37550	38650	40100	41600	42650	41500	42400	42050	43050	44600	45300	38650	35700	
Mean	34350	35500	37600	39600	41800	43200	45100	46700	49050	51650	54250	54600	56150	57500	59100	60100	60750	57750	49750	
Supporting Data																				
Total Number	1402	1719	1892	1615	1919	2552	2522	2159	2186	5375	3923	3178	2752	2228	1779	1505	1160	1813	41679	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	1	6	
Less Than $22000	0	1	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37400	39450	41550	43700	45900	48150	50450	52750	55050	59700	66450	72500	77600	81650	84500	86400	87550	88450	68650	2.2
Upper Quartile	35200	37000	38850	40750	42700	44600	46550	48450	50350	54050	59050	63200	66350	68500	69750	70300	70400	69900	56950	2.2
Median	33650	35200	36750	38300	39850	41400	42950	44450	45850	48600	52150	54950	56900	58100	58700	58850	58750	58100	47000	2.2
Lower Quartile	32150	33450	34750	36000	37250	38500	39650	40800	41900	43850	46300	48050	49200	49750	49900	49800	49500	48800	39600	2.2
Lower Decile	30350	31450	32600	33650	34700	35700	36650	37500	38350	39800	41450	42500	43000	43050	42850	42450	42000	41050	35000	2.2
Mean	33850	35450	37000	38650	40250	41850	43450	45000	46550	49500	53400	56650	59050	60750	61700	62200	62350	62050	50200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37250	39000	41750	43400	46400	47900	50200	53650	54950	61300	66150	70850	74850	81450	84500	84550	95350	87900	68650	
Upper Quartile	35500	36900	38550	40600	42900	44150	46650	49200	50900	55050	59250	62150	63850	68500	69000	70100	73900	70000	56950	
Median	33900	35000	36450	38050	39950	41200	43150	44850	46650	49600	52400	53000	54850	58550	58550	59800	62850	57000	47000	
Lower Quartile	32550	33150	34500	35650	37450	38500	40050	41100	42550	44450	46700	45450	47800	50350	50850	51700	54100	46550	39600	
Lower Decile	31000	31500	32100	33200	34100	35500	37100	38150	39100	40600	41700	41050	41650	41950	42950	44700	47300	39100	35000	
Mean	34250	35250	36700	38550	40250	41500	43600	45400	47100	50550	53550	55000	57000	60900	62300	62700	66150	61050	50200	
Supporting Data																				
Total Number	1404	1700	1594	1225	1389	1952	1916	1590	1397	3744	2650	2572	2346	2020	1556	1400	1291	2057	33803	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	1	14	23	5	10	34	90	
Less Than $22000	0	1	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	49950	53200	56500	59700	62900	68950	77100	83750	88850	92550	95050	96650	97550	98250	89350	4.0
Upper Quartile	0	0	0	0	46150	48800	51450	54000	56450	61100	67100	71900	75450	78050	79800	80900	81550	82050	72150	3.8
Median	0	0	0	0	43000	45200	47300	49300	51200	54750	59100	62450	64900	66550	67650	68350	68700	69000	61400	4.0
Lower Quartile	0	0	0	0	40150	41850	43450	45000	46450	49000	52050	54300	55900	56950	57600	58000	58250	58400	51800	4.2
Lower Decile	0	0	0	0	37150	38500	39800	41000	42150	44200	46700	48550	49900	50850	51450	51850	52100	52300	45200	3.8
Mean	0	0	0	0	43550	45850	48050	50200	52250	56050	60950	64850	67700	69750	71150	72050	72600	73000	64400	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	49900	52450	56950	61200	64650	71100	75800	79150	86600	95650	98250	97100	98600	98450	89350	
Upper Quartile	0	0	0	0	47150	48350	50750	55250	57450	62450	66700	70400	73400	78150	78250	78550	85600	85050	72150	
Median	0	0	0	0	42950	44700	46950	50950	51800	54950	59050	61850	63300	67700	67100	67800	71850	68450	61400	
Lower Quartile	0	0	0	0	39950	40750	43950	45700	47600	49550	53050	52350	52850	59350	58150	58300	64000	55700	51800	
Lower Decile	0	0	0	0	37850	38300	40250	42200	43450	44150	48050	47050	46850	51800	52300	52000	56900	50850	45200	
Mean	0	0	0	0	44050	45200	48000	51350	53650	57200	60750	63100	64800	71000	72450	70950	75850	73300	64400	
Supporting Data																				
Total Number	27	66	72	61	97	144	203	220	162	842	785	937	856	796	633	582	579	779	7840	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	1	14	23	5	7	34	86	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37350	39250	41200	43200	45200	47200	49150	51100	53050	56700	61600	65500	68250	69950	70800	70950	70750	69800	59850	2.2
Upper Quartile	35400	37100	38800	40550	42250	44000	45650	47300	48900	51950	55800	58750	60750	61850	62250	62200	61850	60850	52000	2.2
Median	33750	35250	36700	38200	39650	41050	42450	43750	45050	47350	50200	52250	53500	54050	54100	53800	53400	52350	43750	2.2
Lower Quartile	32300	33550	34800	36000	37150	38250	39300	40250	41200	42750	44500	45550	45950	45850	45450	44900	44300	43100	38000	2.2
Lower Decile	30550	31600	32650	33600	34550	35450	36300	37050	37750	38950	40200	40900	41050	40850	40450	39900	39350	38300	34350	2.2
Mean	34050	35500	36950	38450	39850	41300	42650	44000	45250	47600	50600	52800	54200	55000	55250	55150	54850	54050	45950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37150	38550	41200	43150	45900	47150	49550	52100	53750	58150	61400	62750	65000	68750	70150	71750	73050	71850	59850	
Upper Quartile	35450	36700	38300	40500	42650	43800	46150	47850	49950	53050	55700	56350	58550	61300	61700	63450	63600	61750	52000	
Median	33900	34900	36350	37950	39750	41000	42800	44200	46100	48250	50200	49650	52200	53800	53950	55400	56200	51950	43750	
Lower Quartile	32550	33100	34400	35600	37300	38400	39750	40600	42200	43650	44700	42850	44850	43950	46150	47550	50650	41300	38000	
Lower Decile	30950	31400	32050	33200	33850	35350	36800	37850	38900	39850	40600	39100	38900	39500	41250	42450	43100	37250	34350	
Mean	34200	35150	36500	38350	39950	41200	43100	44450	46250	48650	50500	50300	52550	54350	55350	56850	58250	53600	45950	
Supporting Data																				
Total Number	1377	1634	1522	1164	1292	1808	1714	1370	1235	2903	1865	1635	1490	1224	923	818	712	1278	25963	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	
Less Than $22000	0	1	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46200	48500	50850	53200	55600	58050	60450	65200	72050	78050	83050	86900	89600	91350	92300	93000	75000	2.2
Upper Quartile	0	0	44200	46250	48350	50400	52450	54500	56500	60300	65400	69550	72550	74500	75500	75900	75800	75050	64850	2.2
Median	0	0	42500	44150	45850	47500	49100	50700	52200	55050	58700	61550	63500	64650	65200	65300	65150	64500	56350	2.2
Lower Quartile	0	0	39600	41000	42400	43750	45050	46300	47550	49800	52600	54750	56200	57100	57500	57600	57450	56950	49000	2.2
Lower Decile	0	0	36450	37650	38850	40000	41100	42200	43200	45050	47350	49050	50150	50800	51000	51000	50850	50300	43400	2.2
Mean	0	0	41950	43700	45500	47200	48950	[illegible]	52250	55400	59550	62850	65350	67000	67950	68350	68400	68050	58400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46500	46700	50750	53000	56500	57700	61750	66750	72400	74900	81100	86150	88200	92800	95850	96250	75000	
Upper Quartile	0	0	43350	45200	48650	50950	53000	54200	57950	61150	65800	67300	70300	74700	74950	77550	75700	77700	64850	
Median	0	0	41850	42800	46050	48000	50100	50400	53450	55850	58800	59850	61800	64500	64850	66050	66300	66350	56350	
Lower Quartile	0	0	39450	39950	42750	44500	45050	46100	48000	50250	53050	53650	55250	57000	57150	57250	58150	58850	49000	
Lower Decile	0	0	36500	36750	39100	40550	41000	42250	43350	45450	47600	48000	49400	51250	50900	50850	51600	50850	43400	
Mean	0	0	41850	42500	45750	47800	49200	50350	52950	56100	59800	61350	64150	66850	67300	68700	69600	69900	58400	
Supporting Data																				
Total Number	27	84	355	444	638	737	805	784	957	2552	2199	1586	1398	1216	985	808	506	532	16614	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	2	8	3	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58000	61400	64850	71700	81350	89300	94950	98050	99000	98450	97100	93550	95250	2.2
Upper Quartile	0	0	0	0	0	0	54750	57450	60200	65500	72850	79000	83550	86450	87850	88200	87850	86250	78750	2.2
Median	0	0	0	0	0	0	51450	53950	56450	61250	67600	72350	75400	76750	76800	76050	74900	72200	70000	2.2
Lower Quartile	0	0	0	0	0	0	46600	48750	50900	54900	60200	64200	66750	67950	68100	67600	66700	64650	62200	2.2
Lower Decile	0	0	0	0	0	0	42700	44450	46200	49450	53650	56750	58750	59750	59900	59550	58950	57400	53600	2.2
Mean	0	0	0	0	0	0	51200	53700	56200	61000	67500	72650	76150	78050	78650	78400	77600	75450	71600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61700	66850	67500	73850	80500	85700	96200	96200	96600	97650	99350	99500	95250	
Upper Quartile	0	0	0	0	0	0	57700	61100	63750	69750	73850	75100	79650	84350	83650	89400	93300	95550	78750	
Median	0	0	0	0	0	0	52800	52350	60650	64950	68850	69450	71550	75400	74450	77550	76300	78600	70000	
Lower Quartile	0	0	0	0	0	0	46600	47200	51900	56600	61850	62800	63850	67800	66150	68150	68050	68100	62200	
Lower Decile	0	0	0	0	0	0	42300	43500	47300	50400	54550	56350	56350	60600	57900	61650	55900	61400	53600	
Mean	0	0	0	0	0	0	52250	54750	58500	63950	68600	70350	73150	76550	75700	79200	80600	81550	71600	
Supporting Data																				
Total Number	5	6	3	4	23	28	51	71	108	503	642	519	524	518	398	319	210	202	4134	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	2	8	3	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44800	47050	49250	51500	53650	55800	57900	61750	66650	70200	72350	73250	73200	72600	71700	69700	65350	2.2
Upper Quartile	0	0	42950	45000	47050	49100	51100	53050	54900	58350	62450	65250	66700	67050	66600	65700	64650	62450	59650	2.2
Median	0	0	40900	42750	44550	46350	48100	49750	51300	54200	57550	59800	60850	61000	60550	59750	58800	56900	53450	2.2
Lower Quartile	0	0	38400	39900	41400	42850	44250	45600	46850	49100	51750	53500	54400	54600	54300	53750	53050	51650	47200	2.2
Lower Decile	0	0	35600	36900	38150	39350	40500	41600	42600	44450	46550	47950	48650	48800	48600	48150	47650	46550	42250	2.2
Mean	0	0	40750	42500	44300	46000	47700	49300	50850	53700	57200	59550	60900	61350	61200	60650	59950	58350	54000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46300	46700	49950	52850	55900	56700	59900	62700	65400	66350	68500	70600	74150	76000	73150	76000	65350	
Upper Quartile	0	0	43350	45200	48500	50850	52800	53950	57050	59050	61200	61850	63250	64650	66750	67700	67750	68200	59650	
Median	0	0	41800	42800	46000	47950	50050	50150	53050	54650	56450	56950	58200	59650	60400	60450	61350	62200	53450	
Lower Quartile	0	0	39450	39900	42600	44550	44950	46000	47650	49300	51300	51450	52950	53600	54250	53400	55700	55150	47200	
Lower Decile	0	0	36500	36700	39000	40500	40800	42100	43000	44850	46050	46150	47600	48750	48050	48950	49200	48250	42250	
Mean	0	0	41800	42450	45450	47600	49000	49900	52200	54200	56200	56950	58750	59600	61600	61850	61800	62850	54000	
Supporting Data																				
Total Number	22	78	351	440	615	709	754	713	849	2049	1557	1067	875	698	587	489	296	330	12480	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	62650	64150	65600	68600	73050	77450	81750	85800	89500	92850	95750	100500	84050	2.2
Upper Quartile	0	0	0	0	0	0	60600	61250	62000	63750	66800	70200	73700	77100	80150	82650	84600	86900	73900	3.0
Median	0	0	0	0	0	0	57200	57900	58600	60050	62300	64550	66700	68750	70600	72200	73450	75250	65000	2.6
Lower Quartile	0	0	0	0	0	0	53100	53950	54750	56300	58350	60100	61550	62700	63600	64300	64800	65500	59950	2.2
Lower Decile	0	0	0	0	0	0	47250	48500	49650	51800	54500	56500	57800	58600	58950	59000	58850	58300	55050	2.2
Mean	0	0	0	0	0	0	56400	57400	58400	60350	63200	65900	68400	70650	72650	74400	75850	78150	67800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62300	63950	67100	67700	72700	79850	81400	83700	89350	95000	89450	104700	84050	
Upper Quartile	0	0	0	0	0	0	59400	61600	62100	63850	66850	70950	72450	76500	81050	83450	82050	88350	73900	
Median	0	0	0	0	0	0	55600	57550	58400	60450	62600	65100	65550	67400	71900	72700	73000	75550	65000	
Lower Quartile	0	0	0	0	0	0	51250	52950	54850	56000	58500	60650	61150	62100	63600	63850	64150	66900	59950	
Lower Decile	0	0	0	0	0	0	46600	47750	48400	52800	54650	56050	57350	58700	59000	59550	58750	58150	55050	
Mean	0	0	0	0	0	0	54750	56650	59150	60550	63300	66500	67550	69700	73400	75200	73900	79100	67800	
Supporting Data																				
Total Number	3	8	19	12	15	34	54	78	111	449	559	615	516	463	454	336	221	270	4217	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1	3	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

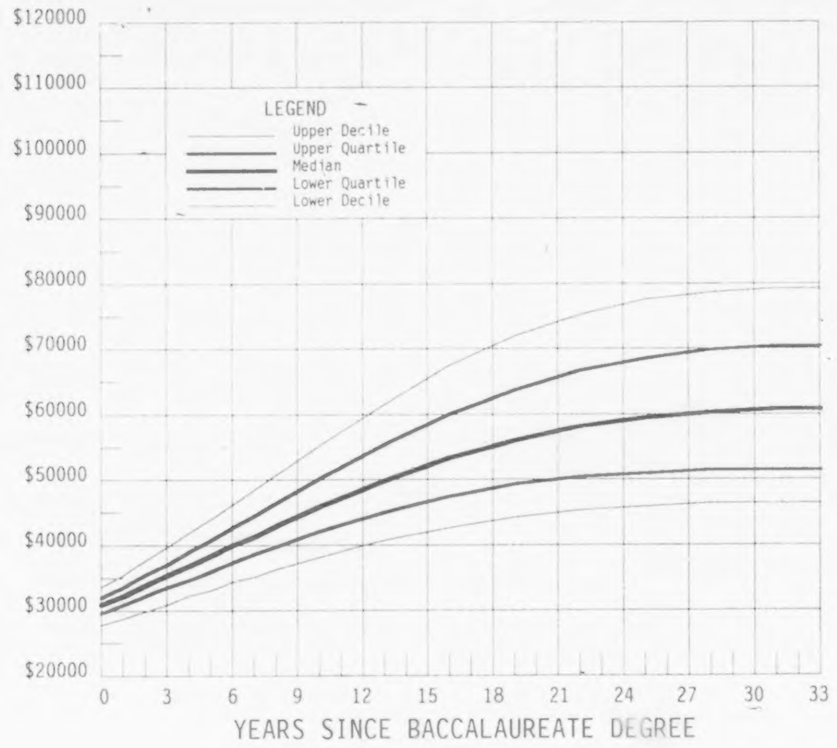
1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	83250	83950	85700	88350	91600	95350	99250	103150	110700	95800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	72450	76150	79600	82750	85650	88150	90350	92150	94950	85500	2.2
Median	0	0	0	0	0	0	0	0	0	67950	71400	74450	77000	79200	80950	82300	83350	84800	78600	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	63400	66750	69550	71850	73650	75000	75950	76650	77450	72450	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	56050	60900	64850	67650	69450	70350	70600	70500	69650	67150	2.2
Mean	0	0	0	0	0	0	0	0	0	68400	71850	75050	77850	80350	82400	84150	85550	87650	80200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	85100	[illegible]	[illegible]	89700	89550	96450	99900	96550	116700	95800	
Upper Quartile	0	0	0	0	0	0	0	0	0	72550	75600	81250	83050	83300	88650	91400	87350	99150	85500	
Median	0	0	0	0	0	0	0	0	0	68850	71850	74750	76600	78050	81850	82400	81600	86100	78600	
Lower Quartile	0	0	0	0	0	0	0	0	0	64050	67050	70000	71300	72750	75850	75250	76750	78150	72450	
Lower Decile	0	0	0	0	0	0	0	0	0	54400	61950	65550	67700	68450	71450	68050	72050	71200	67150	
Mean	0	0	0	0	0	0	0	0	0	68000	73050	75400	77900	78850	83500	83950	82100	90900	80200	
Supporting Data																				
Total Number	0	1	0	1	3	0	0	2	10	26	58	138	129	156	186	139	68	65	981	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	62750	63300	63900	64550	65950	68400	71150	74150	77300	80450	83550	86350	91550	75100	2.2
Upper Quartile	0	0	0	0	0	58850	59600	60300	61000	62450	64650	66750	68850	70800	72600	74200	75600	77950	67450	2.2
Median	0	0	0	0	0	54950	55900	56800	57650	59200	61350	63100	64550	65700	66600	67250	67700	68300	62750	2.2
Lower Quartile	0	0	0	0	0	50650	51750	52800	53800	55650	57900	59600	60800	61550	62000	62150	62150	61900	58350	2.2
Lower Decile	0	0	-0	0	0	45200	46550	47850	49100	51300	54000	55900	57000	57500	57500	57200	56750	55750	53800	2.2
Mean	0	0	0	0	0	54500	55450	56400	57300	59050	61400	63550	65400	66950	68250	69300	70150	71400	64000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	68600	62300	63550	63550	66900	69850	71650	72500	74850	76850	83900	85900	99050	75100	
Upper Quartile	0	0	0	0	0	58750	59400	61250	61050	63500	65800	67050	67100	68050	71400	73600	76600	82450	67450	
Median	0	0	0	0	0	54650	55600	57350	57950	60250	62000	63350	63500	63800	65550	66050	67000	72650	62750	
Lower Quartile	0	0	0	0	0	51050	51250	52700	54300	56750	58050	59500	60150	60800	60800	61550	62250	64250	58350	
Lower Decile	0	0	0	0	0	46550	46600	47600	47300	52600	54350	55100	56600	57000	57100	57800	57100	56300	53800	
Mean	0	0	0	0	0	56350	54750	56300	56750	60100	62200	63950	64150	65050	66400	69100	70200	75350	64000	
Supporting Data																				
Total Number	3	7	19	11	12	34	54	76	101	423	501	476	387	306	269	198	152	205	3236	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

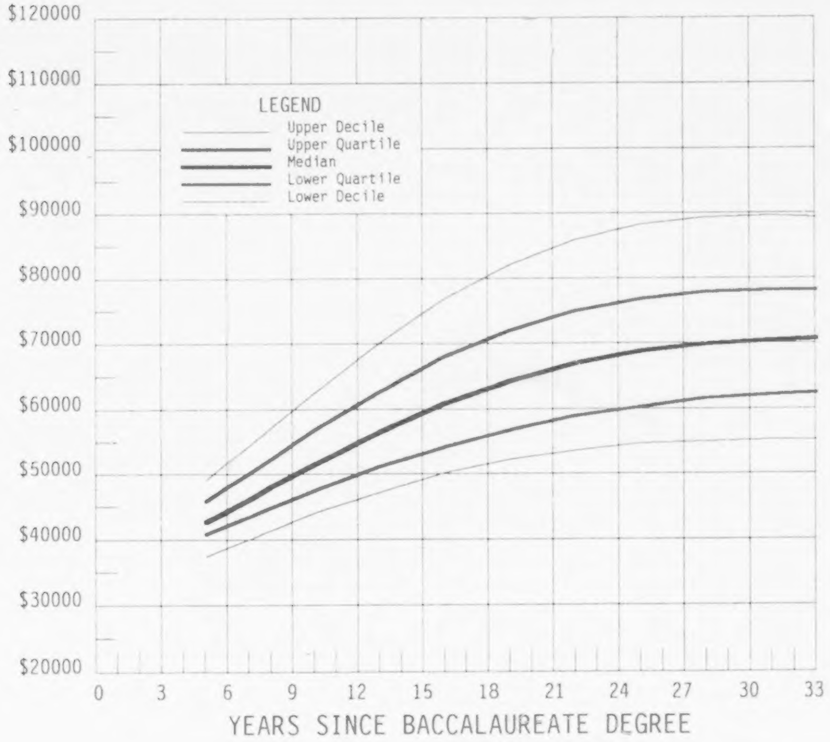
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33600	35550	37550	39650	41750	43950	46200	48450	50700	55200	61650	67350	71950	75300	77500	78700	79200	79050	67400	2.2
Upper Quartile	32000	33700	35400	37200	39000	40850	42700	44550	46450	50150	55350	59950	63750	66600	68550	69750	70400	70750	56850	2.2
Median	30900	32350	33850	35350	36850	38400	39950	41450	42950	45850	49900	53350	56100	58100	59450	60300	60700	60900	46600	2.2
Lower Quartile	29600	30900	32200	33500	34800	36050	37300	38550	39750	42050	45050	47450	49200	50400	51050	51350	51400	51150	38300	2.2
Lower Decile	27700	28800	29900	31050	32150	33200	34300	35300	36350	38250	40750	42750	44300	45350	46000	46350	46450	46400	33500	2.2
Mean	30950	32450	34000	35550	37100	38700	40300	41900	43450	46500	50800	54500	57500	59750	61300	62250	62800	63150	49100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	35450	37800	40200	42000	42500	44500	50500	50900	57000	63100	66300	67150	79700	75150	82800	79100	79450	67400	
Upper Quartile	33150	33800	35500	37300	39050	40300	42050	44550	46300	50750	56950	59950	59900	69850	67250	73300	71750	69750	56850	
Median	31900	32700	33500	35100	36900	38400	39400	41450	43200	46500	50400	53500	53550	59200	57950	65200	62900	59450	46600	
Lower Quartile	30550	31100	32150	33150	34950	36150	37050	38850	39900	41800	45550	47350	47800	50450	50900	56800	53800	48900	38300	
Lower Decile	28350	27700	30300	31600	32850	33300	34700	35550	35600	37550	41450	42450	42700	46400	45650	50300	50050	44100	33500	
Mean	32600	32400	34050	35600	37350	38300	39750	42450	43850	46850	51400	54300	54700	62950	59600	66450	64400	61750	49100	
Supporting Data																				
Total Number	80	174	187	209	199	331	234	172	169	497	471	392	439	260	216	175	183	308	4695	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	7	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

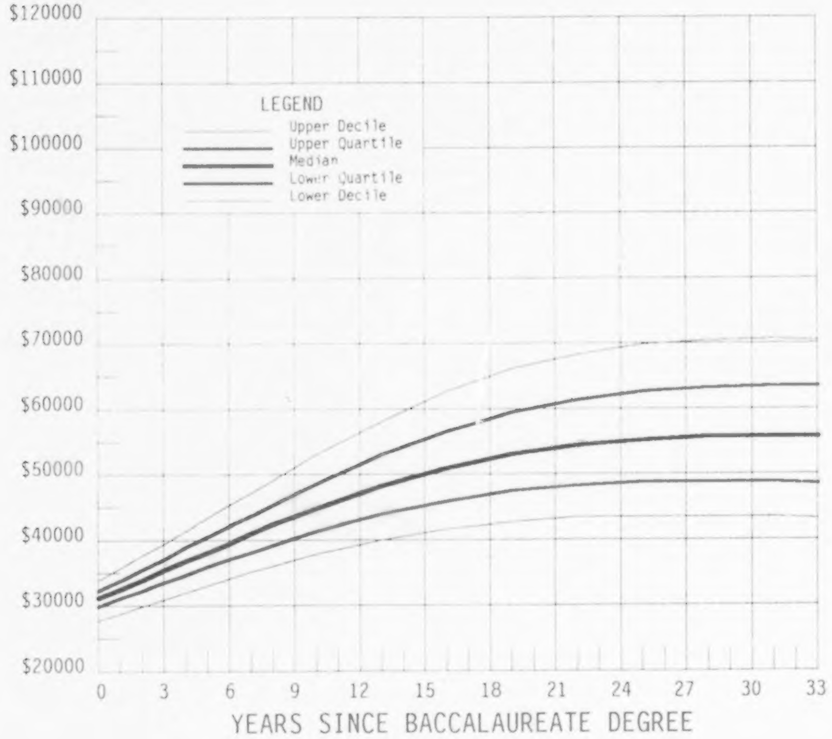
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	49100	51700	54400	57050	62450	70100	76850	82200	85950	88200	89250	89500	88700	81850	2.2
Upper Quartile	0	0	0	0	0	45850	48050	50200	52400	56700	62750	67950	72050	75000	76850	77800	78150	77850	72400	2.2
Median	0	0	0	0	0	42600	44400	46200	48000	51500	56450	60750	64250	66900	68700	69850	70500	70900	63000	2.2
Lower Quartile	0	0	0	0	0	40750	42100	43500	44850	47450	51100	54250	56850	58900	60400	61500	62200	62950	54250	2.2
Lower Decile	0	0	0	0	0	37400	38800	40100	41450	43950	47300	50100	52200	53650	54600	55050	55250	55150	48900	2.2
Mean	0	0	0	0	0	43550	45400	47250	49100	52750	57900	62450	66250	69200	71300	72700	73550	74300	65500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	49200	52100	0	72550	63450	67650	74350	75750	109600	80000	86200	85950	91500	81850	
Upper Quartile	0	0	0	0	0	46000	46300	0	54500	59800	63400	67300	66850	79300	75350	78850	75800	80050	72400	
Median	0	0	0	0	0	42150	44800	0	46300	54000	58200	60250	58900	70150	67750	71700	69250	72100	63000	
Lower Quartile	0	0	0	0	0	38600	42650	0	44700	49750	53000	54900	54200	59200	52350	64500	63450	65800	54250	
Lower Decile	0	0	0	0	0	31000	40700	0	43050	47550	48100	51200	51250	51100	48900	55600	57850	57750	48900	
Mean	0	0	0	0	0	42050	46750	0	51600	54950	58350	62600	61850	74100	66200	73450	71450	77700	65500	
Supporting Data																				
Total Number	3	0	0	2	2	11	13	6	20	64	121	100	121	109	74	78	74	98	896	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	7	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33900	35700	37550	39450	41400	43350	45300	47300	49200	53000	58250	62650	66050	68350	69750	70400	70550	70100	60250	2.2
Upper Quartile	32300	33900	35500	37150	38850	40500	42150	43850	45450	48650	52950	56600	59400	61400	62600	63250	63500	63350	51750	2.2
Median	31150	32550	33950	35350	36750	38200	39600	40950	42300	44850	48200	50950	53000	54400	55250	55650	55750	55500	43300	2.2
Lower Quartile	29900	31100	32300	33550	34750	35900	37100	38200	39300	41300	43900	45900	47350	48200	48700	48800	48750	48400	37000	2.2
Lower Decile	27750	28850	29950	31050	32100	33150	34200	35150	36100	37850	40000	41650	42700	43350	43600	43550	43400	42900	32950	2.2
Mean	31150	32600	34000	35500	36950	38400	39850	41250	42650	45250	48800	51600	53700	55100	55900	56300	56350	56000	45250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33750	35400	37750	40200	41950	42150	43750	49550	49500	53950	58950	62350	63550	68150	67800	73300	77100	68900	60250	
Upper Quartile	33050	33750	35500	37250	39050	40200	41600	43900	45850	49350	53150	57250	56900	61250	62550	66600	66450	62350	51750	
Median	31800	32700	33500	35100	36900	38300	39200	41250	42650	45350	48550	50400	51350	54000	56000	60550	56750	54500	43300	
Lower Quartile	30500	31100	32150	33100	34950	36150	36950	38750	39350	41250	44400	45400	45700	48150	50000	53700	51450	46500	37000	
Lower Decile	28250	27700	30300	31600	32850	33400	34550	35350	35150	37150	40300	41650	41700	44000	43600	47800	46450	41050	32950	
Mean	31600	32350	34000	35550	37350	38150	39300	41900	42800	45650	49000	51400	52000	54950	56150	60700	59600	54400	45250	
Supporting Data																				
Total Number	77	174	186	208	197	319	221	166	149	433	350	291	318	151	143	96	108	211	3799	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33400	35300	37250	39250	41300	43450	45600	47750	49950	54300	60600	66200	70850	74350	76750	78200	78950	79250	64600	2.2
Upper Quartile	32050	33700	35350	37100	38800	40600	42350	44100	45900	49350	54250	58550	62050	64700	66550	67700	68300	68700	54250	2.2
Median	30950	32350	33800	35300	36750	38250	39700	41200	42600	45350	49150	52300	54750	56550	57700	58350	58650	58700	44550	2.2
Lower Quartile	29700	30950	32250	33500	34750	36000	37200	38400	39550	41700	44450	46650	48200	49150	49650	49850	49800	49400	37200	2.2
Lower Decile	27650	28800	29900	31000	32150	33200	34300	35300	36300	38150	40550	42400	43750	44600	45050	45200	45150	44850	33000	2.2
Mean	31000	32450	33900	35400	36950	38450	40000	41500	43000	45900	49950	53400	56150	58250	59650	60550	61000	61300	47350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	35200	37550	40200	41900	41600	43900	50100	50200	55250	61800	64700	63950	97500	72250	81950	76350	78200	64600	
Upper Quartile	33150	33700	35100	37200	39150	40050	41550	44650	45850	50150	56300	58300	57000	70150	63700	70500	69750	68750	54250	
Median	31900	32650	33350	35050	37000	38200	39200	41450	42750	45750	50250	52100	52400	58200	54600	62300	61400	58000	44550	
Lower Quartile	30550	31050	32050	33050	35150	36150	37100	38700	39400	41200	45800	46300	46350	49800	48600	55200	52650	47900	37200	
Lower Decile	28350	27650	30200	31500	33050	33500	35300	35000	34850	37200	41500	42000	42400	45600	44100	50050	50000	42650	33000	
Mean	32600	32300	33850	35500	37350	37950	39550	42300	43200	46050	51000	53100	52800	63300	56900	64300	62500	60550	47350	
Supporting Data																				
Total Number	80	171	174	201	179	280	194	138	135	373	358	286	320	189	138	92	138	257	3702	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1	7	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	55900	61450	69400	76400	81800	85500	87500	88300	88250	86850	79850	2.2
Upper Quartile	0	0	0	0	0	0	0	0	51050	55400	61500	66750	70850	73750	75500	76400	76650	76150	70500	2.2
Median	0	0	0	0	0	0	0	0	46900	50250	54950	58950	62150	64550	66150	67100	67600	67800	60750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	43850	46500	50150	53300	55850	57800	59150	60050	60550	61050	52950	2.2
Lower Decile	0	0	0	0	0	0	0	0	41150	43650	46950	49600	51550	52800	53550	53850	53850	53500	48000	2.2
Mean	0	0	0	0	0	0	0	0	48000	51700	56950	61500	65250	68100	70000	71200	71850	72200	64200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	52650	0	69250	63350	67700	74300	70350	112650	76500	87200	77650	94500	79850	
Upper Quartile	0	0	0	0	0	0	46300	0	54450	58450	62350	65400	64150	79650	70350	80750	73250	78850	70500	
Median	0	0	0	0	0	0	45000	0	46400	53250	57350	58150	55450	70000	57350	69800	67450	70600	60750	
Lower Quartile	0	0	0	0	0	0	43000	0	44550	49600	51900	53500	53400	56800	50150	61400	62550	54800	52950	
Lower Decile	0	0	0	0	0	0	40300	0	42700	47500	47150	50300	50550	50700	48000	52000	56050	56750	48000	
Mean	0	0	0	0	0	0	47050	0	51300	54200	57400	61350	59200	74500	61800	71550	69200	76950	64200	
Supporting Data																				
Total Number	3	0	0	0	2	10	12	6	17	44	88	72	78	88	45	42	59	77	643	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1	7	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33900	35600	37350	39150	41000	42800	44650	46500	48300	51850	56750	60950	64200	66550	68050	68850	69200	69100	57900	2.2
Upper Quartile	32350	33900	35500	37100	38700	40300	41900	43500	45050	48000	52050	55400	57950	59700	60750	61250	61450	61200	49850	2.2
Median	31150	32500	33900	35300	36700	38100	39450	40800	42100	44500	47650	50150	51900	53000	53500	53700	53600	53100	41900	2.2
Lower Quartile	30000	31200	32350	33550	34700	35850	36950	38000	39050	40950	43350	45200	46400	47150	47500	47550	47450	47000	36100	2.2
Lower Decile	27600	28750	29900	31050	32150	33250	34300	35300	36250	37950	39950	41300	42050	42250	42100	41750	41300	40350	32600	2.2
Mean	31200	32550	34000	35400	36800	38200	39550	40900	42250	44750	48000	50600	52500	53750	54450	54700	54700	54350	43800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33750	35200	37500	40200	41850	41050	43300	49100	48400	52700	58300	61200	60850	64400	68950	69350	71250	69950	57900	
Upper Quartile	33050	33700	35100	37200	39150	39900	41000	43850	45150	49000	52850	55600	55500	59900	59600	63800	62750	61450	49850	
Median	31800	32650	33350	35050	37000	38100	38950	41200	42200	44750	48850	49250	50700	52050	54250	58600	54550	52450	41900	
Lower Quartile	30500	31050	32050	33050	35200	36100	36950	38550	38850	40600	44800	44400	44800	47300	47050	52750	50950	45850	36100	
Lower Decile	28250	27650	30200	31500	33100	33500	35100	34750	34500	36900	40250	41350	41750	43350	42600	47700	45950	37950	32600	
Mean	31600	32300	33800	35500	37350	37800	39050	41650	42100	45000	48950	50350	50700	53550	54550	58100	57400	53600	43800	
Supporting Data																				
Total Number	77	171	173	200	178	270	182	131	119	329	270	214	242	101	93	50	78	180	3059	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	43900	46050	48300	50550	52850	57350	63850	69650	74450	78100	80600	82150	83000	83400	73050	2.2
Upper Quartile	0	0	0	0	39950	41900	43900	45900	47950	51950	57750	63000	67400	70800	73250	74800	75750	76450	63650	2.2
Median	0	0	0	0	38000	39500	41050	42600	44150	47200	51650	55650	59100	61900	64000	65400	66300	67000	53200	3.8
Lower Quartile	0	0	0	0	35800	36950	38100	39250	40400	42650	45900	48950	51700	54150	56200	57800	59050	60550	43850	2.8
Lower Decile	0	0	0	0	32750	33900	35000	36100	37200	39300	42250	44750	46850	48500	49700	50550	51150	51750	38400	2.2
Mean	0	0	0	0	38550	40100	41700	43250	44850	47950	52400	56400	59800	62600	64750	66350	67400	68700	54800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	41350	0	43750	44000	47650	50950	49900	60850	64400	69100	72550	76150	78100	81800	87750	86400	73050	
Upper Quartile	0	0	37650	0	37700	42100	43700	44100	47200	53400	59600	63200	64400	68900	72950	75000	78250	78150	63650	
Median	0	0	36950	0	35750	39550	41450	41400	44550	48000	50350	57600	58500	61600	63200	67050	66550	65100	53200	
Lower Quartile	0	0	36200	0	33250	36200	38050	39350	41700	43850	44500	50100	50550	52650	57050	60050	58750	59150	43850	
Lower Decile	0	0	33150	0	31550	32600	34050	38200	38650	39700	41150	45150	47150	47850	51600	49950	48900	52450	38400	
Mean	0	0	37050	0	37100	39550	41150	42950	45800	49000	51950	57300	58700	61150	64200	67100	69150	68850	54800	
Supporting Data																				
Total Number	0	3	13	9	20	48	38	35	30	120	106	97	99	63	72	71	35	44	904	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

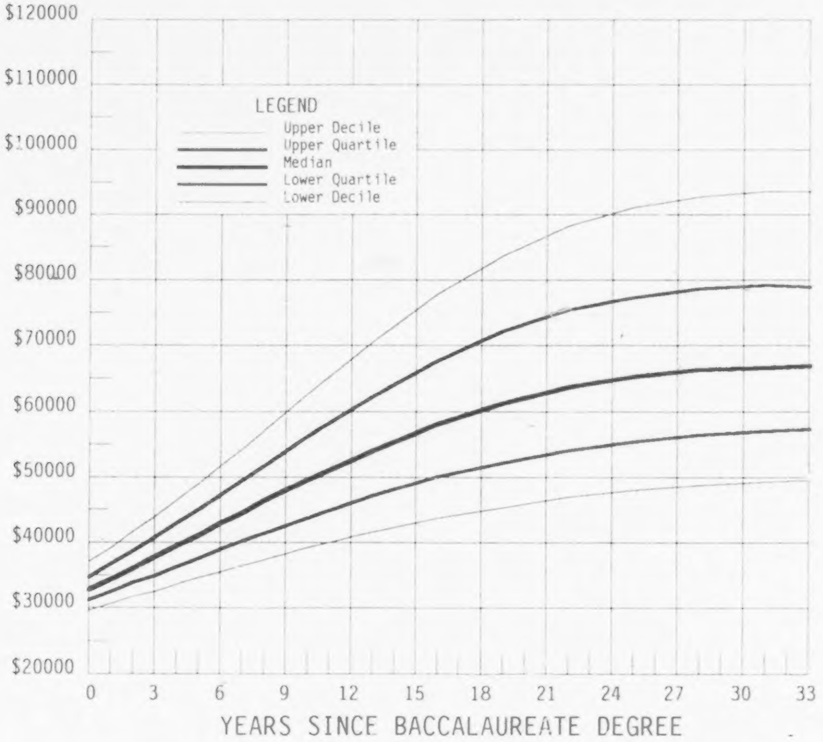
1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	62450	68050	73100	77500	81100	83950	86100	87650	89600	82700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	60400	64600	68550	72150	75300	78000	80250	82050	84750	75600	2.2
Median	0	0	0	0	0	0	0	0	0	56500	59900	63150	66200	69050	71600	73850	75750	78750	67200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	49950	54450	58550	62050	64950	67300	69100	70400	72000	60000	2.6
Lower Decile	0	0	0	0	0	0	0	0	0	47700	51600	55100	58100	60500	62450	63850	64850	66100	52850	2.2
Mean	0	0	0	0	0	0	0	0	0	56200	60200	63950	67350	70400	73000	75200	76950	79700	68000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	63600	67150	74450	77050	82050	82400	82700	96750	90000	82700	
Upper Quartile	0	0	0	0	0	0	0	0	0	61300	64750	69900	69450	77750	78800	77450	87750	85100	75600	
Median	0	0	0	0	0	0	0	0	0	56800	61050	64600	62300	70050	74850	72300	78850	78500	67200	
Lower Quartile	0	0	0	0	0	0	0	0	0	50100	54950	59700	58550	66800	72250	67500	71450	71100	60000	
Lower Decile	0	0	0	0	0	0	0	0	0	47700	51600	56950	56150	64100	61000	63050	63050	68550	52850	
Mean	0	0	0	0	0	0	0	0	0	56650	60450	65750	65000	71350	73350	73150	81050	80500	68000	
Supporting Data																				
Total Number	0	0	0	1	0	1	1	0	4	20	32	29	39	20	25	33	14	21	240	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	43550	45600	47650	49650	51650	55500	60700	64950	68050	70050	71100	71400	71300	70400	64650	2.2
Upper Quartile	0	0	0	0	39750	41500	43300	45050	46800	50150	54750	58550	61500	63550	64750	65350	65500	65200	57800	2.2
Median	0	0	0	0	38200	39450	40700	41950	43200	45600	48950	52000	54600	56800	58500	59850	60800	62100	48400	2.2
Lower Quartile	0	0	0	0	35900	36950	37950	38950	39950	41850	44600	47100	49350	51250	52850	54150	55150	56600	41750	2.2
Lower Decile	0	0	0	0	33000	33950	34850	35750	36650	38300	40550	42500	44150	45500	46550	47350	47850	48500	37450	3.0
Mean	0	0	0	0	38450	39850	41200	42600	43950	46500	50050	53100	55500	57400	58700	59600	60150	60600	50000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	41350	0	43750	43950	47400	50950	49550	57900	60100	63550	67200	68700	66850	81350	76750	65300	64650	
Upper Quartile	0	0	37650	0	37700	42100	43650	44100	47150	50450	53250	59800	61900	63450	63950	67350	66350	62750	57800	
Median	0	0	36950	0	35750	39650	41300	41400	43900	47050	46600	53000	53500	55350	60050	62850	60700	59600	48400	
Lower Quartile	0	0	36200	0	33250	36600	37800	39350	41350	42950	43000	47950	48400	49800	54900	53550	56850	55900	41750	
Lower Decile	0	0	33150	0	31550	33000	33850	38200	38350	38400	40150	43800	39950	47100	51050	47300	46450	46650	37450	
Mean	0	0	37050	0	37100	39550	41000	42950	44850	47500	48250	53800	54700	56600	59300	61900	61250	58200	50000	
Supporting Data																				
Total Number	0	3	13	7	20	47	37	35	27	100	74	68	61	44	47	38	21	23	664	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

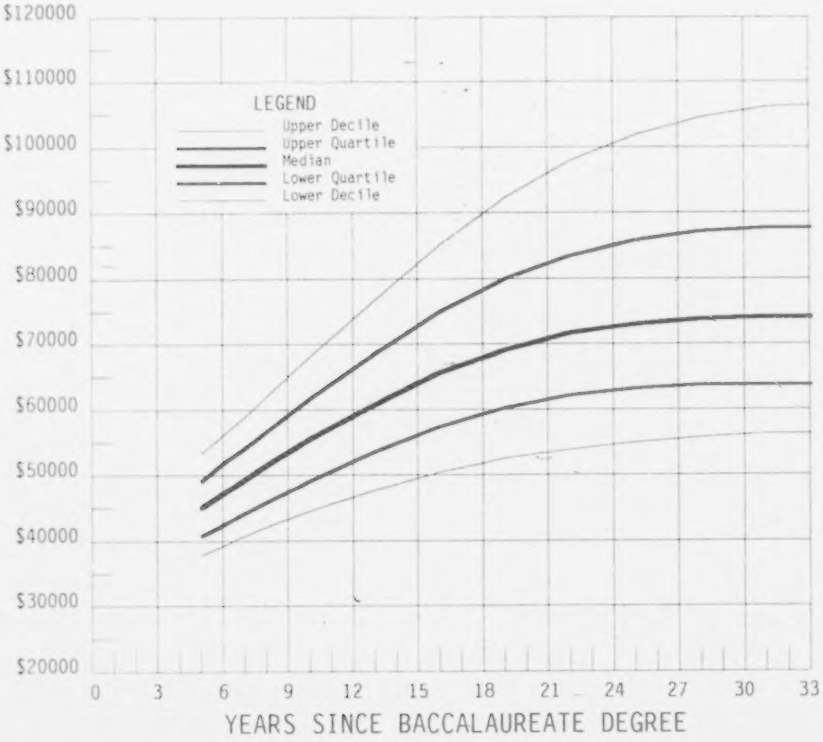
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36950	39200	41500	43950	46450	49000	51650	54350	57100	62600	70600	77800	83750	88200	91150	92800	93550	93450	77700	2.2
Upper Quartile	34800	36750	38750	40850	42950	45150	47300	49550	51750	56150	62400	67850	72200	75400	77450	78600	79100	78950	64350	2.2
Median	32800	34400	36050	37750	39450	41150	42900	44600	46300	49650	54250	58250	61400	63750	65350	66300	66800	67000	51650	2.2
Lower Quartile	31200	32500	33750	35050	36350	37650	38900	40200	41450	43850	47150	50050	52400	54200	55550	56500	57050	57700	41400	2.2
Lower Decile	29650	30650	31650	32650	33600	34600	35550	36500	37400	39150	41600	43700	45450	46850	47950	48700	49300	50000	35500	2.2
Mean	33100	34750	36450	38200	39950	41700	43500	45300	47050	50550	55550	59900	63500	66250	68200	69450	70200	70800	54900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	39100	41400	43550	46150	48650	52000	54300	56900	63700	70850	76600	83150	87450	90800	92550	95150	93800	77700	
Upper Quartile	35750	36600	38350	40950	42400	44750	48100	49850	52000	56300	62500	67150	71750	75650	78150	78300	79500	78800	64350	
Median	34050	34000	35750	37650	39100	40950	43300	44400	47500	50000	54300	57150	60450	64200	66000	67100	66950	66750	51650	
Lower Quartile	31350	32100	34000	35050	36150	37750	38700	40500	42150	43950	47100	49550	51800	54300	55450	57850	57700	57200	41400	
Lower Decile	30100	30250	31900	32800	32900	34950	35400	36650	38150	39100	41550	43750	45050	46550	47350	49850	50850	49350	35500	
Mean	33900	34450	36400	38200	39450	41700	43600	45300	47550	51000	55450	59150	62850	66500	68650	69750	70800	70500	54900	
Supporting Data																				
Total Number	646	668	702	707	786	897	900	836	900	2493	1939	1768	1583	1425	1275	1003	934	1613	21077	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	6	4	16	21	12	17	39	116	
Less Than $22000	0	0	0	0	4	0	0	0	0	0	0	0	1	1	1	1	0	0	8	

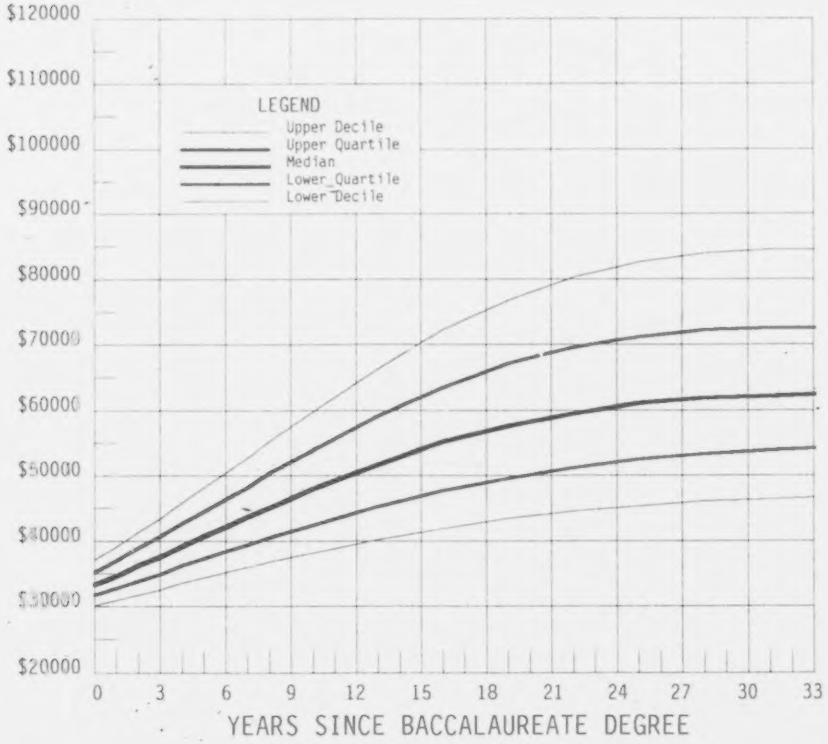
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53250	56100	59050	62000	68000	76900	85150	92250	97900	101900	104550	106050	107100	92550	2.2
Upper Quartile	0	0	0	0	0	49200	51650	54150	56650	61600	68650	74850	79900	83550	85950	87250	87800	87700	77850	2.2
Median	0	0	0	0	0	45200	47250	49350	51350	55350	60850	65550	69150	71650	73200	73900	74150	73700	66200	2.2
Lower Quartile	0	0	0	0	0	40750	42500	44200	45900	49200	53700	57400	60200	62100	63250	63750	63850	63450	56350	2.2
Lower Decile	0	0	0	0	0	37800	39300	40700	42050	44600	47850	50500	52500	54000	55050	55750	56200	56600	48900	3.4
Mean	0	0	0	0	0	45400	47550	49700	51850	56100	62150	67400	71700	74850	76950	78150	78750	78850	69450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59800	59200	61700	65850	72850	77250	80750	89800	93600	99950	104050	109900	113550	92550	
Upper Quartile	0	0	0	0	0	56800	52550	57300	59750	63300	69600	72150	77100	82350	85550	87250	90400	90000	77850	
Median	0	0	0	0	0	49250	47950	51100	53800	56050	61800	63950	67100	71150	73750	73500	75100	74950	66200	
Lower Quartile	0	0	0	0	0	41750	44000	43600	47400	50350	55350	55550	58200	61850	63250	63650	65850	64050	56350	
Lower Decile	0	0	0	0	0	35800	38000	41750	42750	44650	49150	49200	51800	54350	55300	56450	56500	56250	48900	
Mean	0	0	0	0	0	49450	48300	51350	53850	57900	62900	65200	69350	74300	77200	77900	80100	80550	69450	
Supporting Data																				
Total Number	1	6	11	11	26	53	68	91	137	508	583	654	674	619	549	388	341	543	5264	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	6	4	16	21	12	13	36	109	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37200	39250	41400	43600	45850	48150	50450	52800	55150	59800	66400	72200	76900	80350	82650	83950	84550	84600	69700	2.2
Upper Quartile	35200	37000	38850	40700	42600	44500	46450	48350	50300	54000	59150	63600	67100	69650	71300	72200	72600	72600	57800	2.2
Median	33250	34750	36200	37700	39200	40700	42200	43700	45150	47950	51800	55100	57700	59600	60950	61800	62250	62550	47250	2.2
Lower Quartile	31650	32750	33900	35000	36150	37250	38350	39400	40500	42500	45300	47700	49700	51250	52450	53300	53900	54600	39100	2.2
Lower Decile	30050	30950	31800	32650	33500	34300	35150	35950	36700	38200	40200	41900	43350	44450	45350	46050	46500	47150	34500	2.2
Mean	33500	35000	36500	38050	39600	41150	42700	44200	45700	48650	52750	56250	59100	61300	62800	63800	64400	64950	50050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	39100	41250	43450	45700	47650	51500	52700	54550	60850	65500	71900	76750	80300	81950	83500	84250	85500	69700	
Upper Quartile	35750	36550	38200	40850	42200	44350	47650	48950	50750	54600	58600	62700	65750	68750	71150	72900	73200	73350	57800	
Median	34050	33950	35700	37650	39000	40750	42950	43950	46800	48550	51150	54050	56000	59050	60800	62850	62700	63250	47250	
Lower Quartile	31350	32100	33950	35050	36050	37650	38500	39950	41400	42850	45000	46650	48800	50000	51650	55100	55700	54650	39100	
Lower Decile	30100	30250	31850	32800	32750	34900	35300	36300	37750	38350	40300	42000	41950	42750	43850	47300	48700	47500	34500	
Mean	33900	34450	36350	38050	39150	41200	43200	44550	46400	49250	52250	55600	58000	60500	62200	64550	65500	65400	50050	
Supporting Data																				
Total Number	645	662	691	696	761	844	832	745	763	1985	1356	1114	910	806	726	615	593	1070	15813	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	7	
Less Than $22000	0	0	0	0	4	0	0	0	0	0	0	0	1	1	1	1	0	0	8	

1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36700	38950	41300	43700	46200	48800	51450	54100	56800	62200	69900	76600	81950	85650	87850	88900	89050	88200	73300	2.2
Upper Quartile	34650	36550	38550	40600	42700	44800	46950	49100	51250	55450	61300	66300	70100	72700	74250	74900	75050	74400	60600	2.2
Median	32850	34450	36000	37650	39250	40900	42500	44150	45700	48750	52950	56450	59150	61050	62250	62950	63200	63150	48850	2.2
Lower Quartile	31300	32500	33700	34900	36100	37300	38500	39650	40750	42950	45900	48400	50450	52000	53150	53900	54350	54850	39600	2.2
Lower Decile	29650	30600	31500	32450	33350	34250	35150	36000	36800	38400	40550	42400	43850	45050	45950	46600	47000	47550	34550	2.2
Mean	33000	34600	36250	37950	39650	41350	43100	44800	46500	49800	54400	58350	61550	63900	65500	66450	66950	67200	52050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	38700	40700	43350	45800	48400	51850	54800	57000	63950	69950	74250	82000	83300	86550	85300	91700	90700	73300	
Upper Quartile	35750	36350	37850	40750	42100	44200	47850	49600	52000	55750	61850	65050	70250	71450	74150	73900	75400	75400	60600	
Median	34050	33900	35600	37450	38850	40550	43200	43950	47200	49500	52950	55150	58450	60250	61750	63150	63800	63950	48850	
Lower Quartile	31350	32050	33950	34900	35600	37400	38600	39950	41400	43400	45700	47300	50600	51300	52100	55650	55650	54650	39600	
Lower Decile	30100	30250	31650	32600	32250	34550	35150	36150	37500	38650	40850	42150	43300	44100	44400	48100	48950	47400	34550	
Mean	33850	34250	36000	37900	38950	41250	43400	45050	47300	50550	54400	57100	61300	62850	65150	66050	67850	68000	52050	
Supporting Data																				
Total Number	643	644	615	603	643	737	748	662	729	1976	1416	1219	1099	924	753	626	615	1095	15748	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	2	10	18	5	11	31	80	
Less Than $22000	0	0	0	0	4	0	0	0	0	0	0	0	1	1	1	1	0	0	7	

1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52700	55550	58500	61450	67450	76200	84150	90800	95800	99200	101200	102100	102200	87400	2.2
Upper Quartile	0	0	0	0	0	48900	51350	53850	56300	61150	67950	73700	78050	81000	82650	83300	83250	82250	74200	2.2
Median	0	0	0	0	0	44950	46950	48950	50950	54800	60000	64250	67350	69350	70350	70650	70550	69600	63200	2.2
Lower Quartile	0	0	0	0	0	40500	42150	43800	45400	48550	52650	56000	58450	60050	60850	61150	61100	60450	54150	2.2
Lower Decile	0	0	0	0	0	37200	38550	39850	41100	43450	46600	49050	50900	52050	52750	53000	53000	52700	47250	2.2
Mean	0	0	0	0	0	45000	47100	49200	51300	55450	61150	66050	69900	72600	74300	75150	75450	75100	66450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59150	59850	62200	66100	72400	76600	78750	87950	88700	96300	96550	105550	114250	87400	
Upper Quartile	0	0	0	0	0	56400	53100	57900	60250	62900	69100	70250	76100	77400	80700	80500	85650	88050	74200	
Median	0	0	0	0	0	48500	48350	51050	54050	55550	61600	61650	65850	67500	69250	70400	71450	72400	63200	
Lower Quartile	0	0	0	0	0	41400	44300	43750	47650	49700	55000	53150	56900	58300	59800	61700	62950	62250	54150	
Lower Decile	0	0	0	0	0	35500	38600	41750	43050	44050	47050	47350	50750	51600	51750	54150	53850	53100	47250	
Mean	0	0	0	0	0	48500	48700	51600	54100	57100	62250	62800	68350	70350	73900	73500	76750	78800	66450	
Supporting Data																				
Total Number	0	6	9	11	18	48	61	79	129	447	428	449	460	389	325	239	218	373	3689	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	2	10	18	4	8	28	74	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37050	39050	41200	43350	45550	47800	50050	52350	54600	59100	65300	70700	74850	77800	79650	80550	80850	80450	65150	2.2
Upper Quartile	35250	36950	38750	40500	42300	44150	45950	47750	49500	52900	57550	61400	64350	66400	67650	68250	68450	68150	54450	2.2
Median	33400	34800	36200	37600	39050	40450	41800	43200	44500	47050	50450	53250	55450	57000	58050	58650	58950	59050	44950	2.2
Lower Quartile	31550	32600	33700	34800	35850	36900	37900	38900	39900	41750	44300	46400	48150	49450	50400	51100	51500	52000	37700	2.2
Lower Decile	29950	30750	31600	32400	33150	33900	34650	35400	36100	37450	39250	40750	42000	43000	43750	44300	44700	45250	33750	2.2
Mean	33400	34850	36300	37800	39300	40750	42250	43650	45100	47800	51550	54650	57100	58950	60150	60900	61300	61500	47650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	38700	40650	43250	45350	47200	51100	52850	54050	60150	64000	69850	76200	77050	80200	78500	80750	81300	65150	
Upper Quartile	35750	36350	37800	40650	41900	43800	47250	48350	50500	53850	57000	60300	62600	64750	66100	68850	69100	69850	54450	
Median	34050	33850	35550	37400	38750	40350	42850	43500	46150	47850	49850	52300	54000	55500	55800	60000	59600	60600	44950	
Lower Quartile	31350	32050	33900	34850	35550	37300	38300	39400	40600	42300	43800	45400	47250	47800	48800	53150	53800	52300	37700	
Lower Decile	30100	30200	31600	32550	32200	34450	35050	35650	36700	37800	39400	40700	40550	41150	42150	45750	47150	45500	33750	
Mean	33850	34200	35950	37750	38750	40750	42950	44150	45800	48650	51000	53750	56250	57450	58500	61400	63000	62400	47650	
Supporting Data																				
Total Number	643	638	606	593	626	689	686	583	600	1529	988	770	639	535	428	387	397	723	12059	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	7	
Less Than $22000	0	0	0	0	4	0	0	0	0	0	0	0	1	1	1	1	0	0	7	

1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44150	45950	47900	50000	52200	54500	56850	61850	69600	77200	84000	89550	93700	96400	98000	99100	84400	4.2
Upper Quartile	0	0	39850	41900	44000	46150	48350	50550	52800	57200	63600	69300	74150	77850	80550	82250	83250	84000	71100	2.2
Median	0	0	37050	38750	40550	42350	44150	45950	47800	51350	56400	60850	64550	67400	69450	70800	71600	72250	58850	2.2
Lower Quartile	0	0	34450	35950	37400	38900	40400	41900	43400	46250	50300	53800	56700	59000	60600	61750	62450	63100	48050	2.2
Lower Decile	0	0	33150	34200	35300	36400	37500	38550	39650	41750	44800	47600	50050	52050	53650	54800	55550	56300	40550	3.4
Mean	0	0	38200	39800	41500	43200	44950	46700	48450	52000	57200	62050	66250	69700	72300	74100	75200	76150	61350	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48250	45050	46850	48500	51600	52500	57000	62550	70600	78450	84500	90400	95700	95800	96250	94950	84400	
Upper Quartile	0	0	41550	42050	43800	45750	48250	49850	51850	57100	63250	70000	73050	80350	81650	82400	82850	82500	71100	
Median	0	0	38050	39050	40000	42650	42900	45800	48150	51250	56400	60350	64550	69550	68950	70950	71700	71450	58850	
Lower Quartile	0	0	34600	36200	37650	39400	39050	41900	44250	45550	50750	53800	55300	61250	60500	62150	62500	62350	48050	
Lower Decile	0	0	32700	34100	36100	37050	36500	38650	40800	40500	45600	47950	49350	53150	53400	54200	56100	55900	40550	
Mean	0	0	39200	39850	41550	43100	43650	45800	48650	52000	57550	62650	65750	72000	72250	73950	74650	74350	61350	
Supporting Data																				
Total Number	3	24	86	103	140	152	135	165	165	457	462	469	408	397	384	301	251	414	4514	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	1	6	0	6	5	6	28	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69000	78050	86450	93650	99350	103400	106000	107500	108450	96650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62350	69550	75850	81100	85200	88250	90450	91850	93300	83950	3.2
Median	0	0	0	0	0	0	0	0	0	56700	62450	67350	71250	74250	76400	77900	78900	79850	70900	3.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51550	56300	60200	63300	65550	67200	68300	68950	69600	62000	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	47900	52000	55350	57900	59700	60800	61350	61500	61300	54700	2.2
Mean	0	0	0	0	0	0	0	0	0	58250	64500	69800	74050	77350	79700	81400	82450	83600	74650	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	80150	75500	84850	92000	98100	106500	105300	113150	106500	96650	
Upper Quartile	0	0	0	0	0	0	0	0	0	65700	69100	74950	78250	86050	91650	93500	92550	89800	83950	
Median	0	0	0	0	0	0	0	0	0	58900	61650	68000	68450	75900	77900	77000	81000	78450	70900	
Lower Quartile	0	0	0	0	0	0	0	0	0	54450	55500	59650	61150	69150	66500	67900	70200	68800	62000	
Lower Decile	0	0	0	0	0	0	0	0	0	50750	53100	54500	54300	62650	61900	59450	61950	61700	54700	
Mean	0	0	0	0	0	0	0	0	0	63150	63500	69150	70850	79800	80750	82100	84150	82050	74650	
Supporting Data																				
Total Number	1	0	2	0	8	5	7	12	8	58	144	179	195	192	171	124	103	145	1353	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	1	6	0	6	5	5	27	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43000	45100	47200	49400	51550	53800	56000	60350	66650	72350	77150	80950	83750	85650	86850	88000	75050	2.2
Upper Quartile	0	0	40100	41950	43850	45800	47700	49600	51550	55300	60550	65150	68900	71750	73750	75050	75800	76300	64000	2.2
Median	0	0	37450	39000	40550	42150	43700	45250	46800	49800	54000	57650	60650	63000	64750	65950	66700	67450	53450	2.2
Lower Quartile	0	0	34800	36100	37350	38650	39950	41200	42450	44900	48300	51250	53750	55750	57250	58350	59100	59950	44700	2.2
Lower Decile	0	0	33200	34150	35150	36100	37100	38050	38950	40750	43250	45500	47450	49050	50350	51400	52150	53250	39050	2.2
Mean	0	0	37900	39450	41050	42600	44200	45800	47350	50450	54750	58600	61850	64400	66300	67700	68600	69600	55700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48000	44900	46500	47850	51600	51950	56800	60750	66300	74550	75900	82250	81950	86000	83750	89450	75050	
Upper Quartile	0	0	41000	42000	43600	45500	48350	49550	51800	55550	60100	65000	68250	71650	73700	76150	75950	76200	64000	
Median	0	0	37850	39000	39900	42450	42750	45650	48150	50050	54400	56300	59750	63400	63850	68150	66300	67550	53450	
Lower Quartile	0	0	34500	36150	37500	39300	39050	41750	44250	44700	48700	51250	51300	55250	56400	59800	59850	60450	44700	
Lower Decile	0	0	32650	34100	36000	36950	36450	38450	40600	40000	43650	45750	47250	47700	49300	50700	53500	54250	39050	
Mean	0	0	39000	39750	40850	42600	43650	45500	48600	50350	54850	58650	61050	64650	65500	68250	68100	70200	55700	
Supporting Data																				
Total Number	2	24	84	102	132	147	129	153	157	400	317	290	213	205	213	176	148	269	3161	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70150	77600	84600	90900	96250	100600	103950	106400	109600	97150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64300	70350	75850	80550	84400	87400	89600	91100	92900	83500	2.2
Median	0	0	0	0	0	0	0	0	0	57800	62800	67300	71200	74350	76900	78800	80100	81600	71350	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	51600	55150	58600	61800	64500	66650	68200	69200	70150	60900	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	44450	48750	52400	55350	57550	59150	60200	60850	61400	51400	3.8
Mean	0	0	0	0	0	0	0	0	0	58350	64000	68950	73050	76300	78750	80550	81800	83100	73750	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58500	0	0	68000	83900	87500	86950	96400	94100	112400	109350	109800	97150	
Upper Quartile	0	0	0	0	0	0	55100	0	0	62250	74700	78050	77750	86400	82950	90250	94400	93850	83500	
Median	0	0	0	0	0	0	50900	0	0	57650	62700	67550	69250	76050	76250	81350	81650	79350	71350	
Lower Quartile	0	0	0	0	0	0	47650	0	0	53250	50150	61500	59600	67250	69050	69100	67500	66850	60900	
Lower Decile	0	0	0	0	0	0	37000	0	0	47350	45300	51450	53750	60400	62300	61000	62600	56250	51400	
Mean	0	0	0	0	0	0	50150	0	0	57950	64600	70050	69700	77950	77850	83100	83200	81550	73750	
Supporting Data																				
Total Number	0	0	1	1	3	8	17	9	6	60	62	80	76	104	138	77	69	103	815	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1	0	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

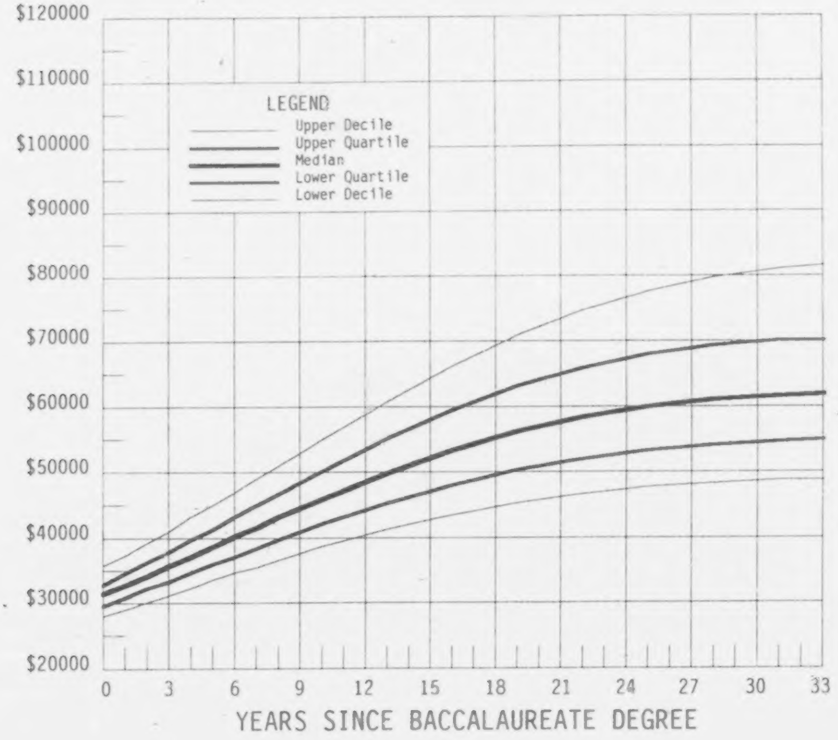
1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	96650	100400	104700	109200	113550	117450	120600	124800	116050	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	0	83200	84050	86550	90200	94650	99450	104200	112950	96900	2.4
Median	0	0	0	0	0	0	0	0	0	0	77000	77650	79100	81550	84600	88000	91300	97300	83700	2.4
Lower Quartile	0	0	0	0	0	0	0	0	0	0	67000	68300	69350	72250	76050	79950	83450	88150	76150	3.0
Lower Decile	0	0	0	0	0	0	0	0	0	0	65000	65200	65550	67100	69000	70800	72200	73650	66350	3.4
Mean	0	0	0	0	0	0	0	0	0	0	79050	79700	81850	84900	88400	92050	95350	100600	88000	2.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	100000	98850	98250	114800	112000	121900	117800	123550	116050	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	84650	82600	87250	94100	88150	113300	103800	110650	96900	
Median	0	0	0	0	0	0	0	0	0	0	78300	77250	78550	84850	79400	96800	93950	94750	83700	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	74650	66500	67250	71750	76800	85950	85750	81900	76150	
Lower Decile	0	0	0	0	0	0	0	0	0	0	72350	62350	63300	67950	70200	75550	70850	69600	66350	
Mean	0	0	0	0	0	0	0	0	0	0	81400	78600	79300	87250	86050	99150	94950	98100	88000	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	0	3	11	26	19	38	53	25	21	25	221	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1	0	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67950	74100	79700	84500	88500	91600	93950	95550	97600	88400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62600	67400	71750	75500	78650	81150	83100	84500	86400	77450	2.2
Median	0	0	0	0	0	0	0	0	0	56850	61150	64900	68000	70450	72300	73600	74450	75400	67700	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	49950	53100	56550	59700	62250	64000	65100	65700	66050	57250	4.6
Lower Decile	0	0	0	0	0	0	0	0	0	43950	48200	51750	54400	56200	57250	57650	57700	57200	49400	2.2
Mean	0	0	0	0	0	0	0	0	0	56750	61250	65250	68600	71300	73350	74900	75900	77200	68450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58500	0	0	67350	77050	80850	82550	87750	91250	89900	99650	98450	88400	
Upper Quartile	0	0	0	0	0	0	55100	0	0	62000	70400	71400	74500	79400	78550	83850	86150	86900	77450	
Median	0	0	0	0	0	0	50900	0	0	57500	59350	65850	67100	72150	70900	75700	74850	74750	67700	
Lower Quartile	0	0	0	0	0	0	47650	0	0	53000	48750	56600	57400	64800	66500	66050	65500	63900	57250	
Lower Decile	0	0	0	0	0	0	37000	0	0	47200	44600	49500	52250	58350	60200	58250	61100	54200	49400	
Mean	0	0	0	0	0	0	50150	0	0	57250	60800	65900	66600	72600	72700	75400	78050	76300	68450	
Supporting Data																				
Total Number	0	0	1	1	3	8	17	9	6	56	50	54	58	66	85	52	48	79	593	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

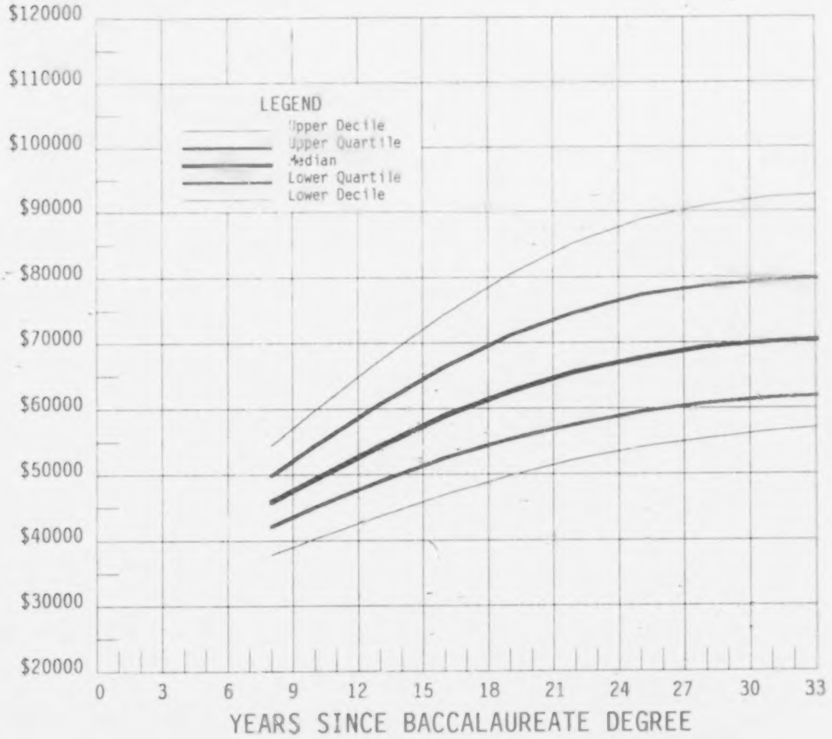
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35700	37450	39300	41200	43100	45050	47050	49050	51050	55050	60900	66250	70900	74700	77650	79750	81200	82850	69800	2.2
Upper Quartile	32900	34550	36250	37950	39700	41450	43200	45000	46750	50250	55200	59600	63200	66000	68000	69300	70100	70750	59900	2.2
Median	31350	32800	34250	35700	37150	38650	40150	41600	43100	45900	49900	53350	56200	58400	59950	61050	61700	62300	50000	2.2
Lower Quartile	29650	30900	32150	33450	34700	35950	37200	38450	39700	42050	45300	48100	50350	52100	53350	54200	54700	55200	40750	2.2
Lower Decile	28000	29100	30200	31300	32400	33500	34550	35600	36650	38650	41350	43600	45400	46800	47750	48400	48800	49150	34150	2.2
Mean	31800	33200	34650	36150	37650	39150	40650	42150	43650	46550	50650	54350	57400	59850	61650	62950	63800	64700	51550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36400	37750	39400	40750	43100	45200	47850	49950	51200	54400	60550	66350	71350	74000	77250	82050	82550	81850	69800	
Upper Quartile	32850	33850	35900	38450	39950	42200	44500	45750	47300	49700	55100	59300	61600	66300	67650	71200	71200	70400	59900	
Median	31250	32550	34200	35950	37200	38900	40550	41800	43100	45700	50000	53300	54550	58950	60450	63150	62350	61400	50000	
Lower Quartile	30250	30850	32050	33500	35000	36000	36800	38600	39950	41900	45550	47950	49300	52450	53250	56750	55750	54100	40750	
Lower Decile	28600	29150	30150	31650	32350	33500	33650	36100	36700	38650	41000	43150	45000	47800	47750	50750	50400	47650	34150	
Mean	32050	33150	34650	36350	37700	39300	40900	42500	43500	46150	50550	54450	56550	60400	61400	65250	65050	63550	51550	
Supporting Data																				
Total Number	301	465	476	479	425	400	448	469	390	1377	1149	1218	989	984	828	722	676	1407	13204	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	2	3	7	18	
Less Than $22000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

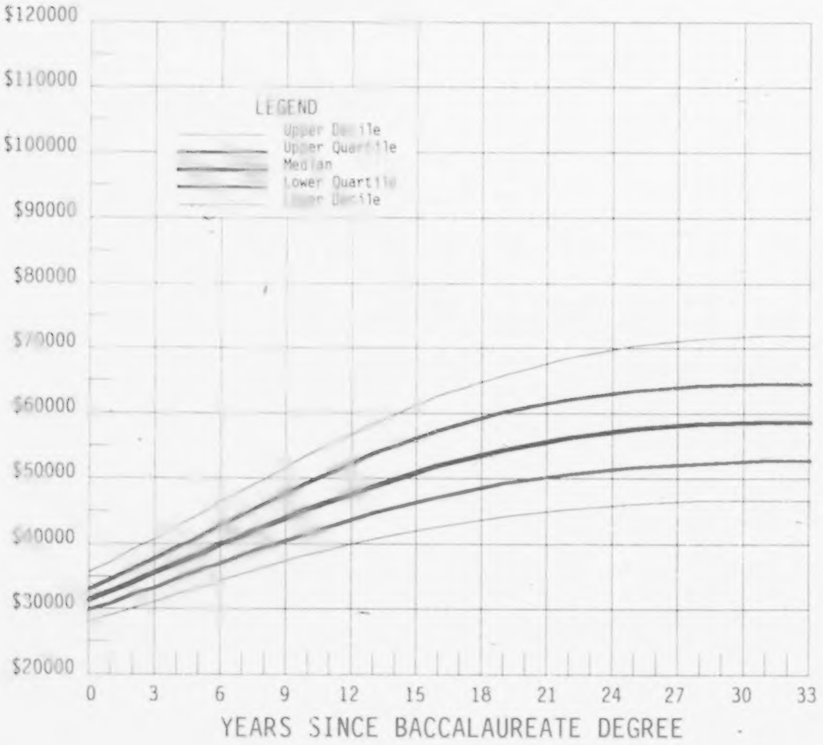
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	54500	59700	67400	74500	80600	85350	88800	91000	92250	93100	84600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	49900	54300	60700	66450	71200	74800	77250	78750	79550	79850	73200	2.2
Median	0	0	0	0	0	0	0	0	45750	49300	54400	58950	62750	65700	67850	69300	70150	70950	63300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	42150	45000	48950	52450	55350	57700	59500	60800	61700	62550	54800	3.2
Lower Decile	0	0	0	0	0	0	0	0	38000	40350	43800	46950	49750	52150	54050	55550	56650	57850	47450	3.0
Mean	0	0	0	0	0	0	0	0	46350	50100	55500	60400	64550	67850	70250	71900	72900	73850	65400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	56050	61250	69350	75700	79150	84350	84850	88600	91250	97700	84600	
Upper Quartile	0	0	0	0	0	0	0	0	51250	54900	63050	67250	71200	71800	76400	76850	78900	82900	73200	
Median	0	0	0	0	0	0	0	0	47100	49350	57450	59100	60600	65400	66900	69850	68950	72450	63300	
Lower Quartile	0	0	0	0	0	0	0	0	40050	44500	51600	52200	54150	57750	60150	61550	59800	63150	54800	
Lower Decile	0	0	0	0	0	0	0	0	37150	40150	43750	47200	49000	53550	53950	55800	56300	57250	47450	
Mean	0	0	0	0	0	0	0	0	46100	50200	57900	61250	63300	67050	68500	71800	71900	75750	65400	
Supporting Data																				
Total Number	1	3	8	14	15	18	25	21	40	173	180	295	325	376	279	280	236	397	2688	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	2	3	7	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35650	37350	39150	40900	42700	44550	[illegible]	48200	50000	53500	58400	62600	66000	68550	70300	71400	72000	72350	63250	2.2
Upper Quartile	32950	34550	36200	37850	39500	41200	42900	44550	46200	49350	53750	57400	60250	62250	63550	64250	64550	64500	55550	2.2
Median	31500	32850	34250	35700	37100	38500	39900	41300	42650	45300	48900	51950	54400	56250	57500	58300	58700	59050	47150	2.2
Lower Quartile	29750	30950	32200	33450	34650	35900	37100	38300	39450	41700	44700	47250	49250	50750	51750	52400	52750	53000	38750	2.2
Lower Decile	28100	29150	30250	31300	32400	33450	34450	35500	36450	38300	40800	42800	44350	45400	46150	46550	46750	46800	33250	2.2
Mean	31900	33250	34650	36050	37450	38850	40250	41650	43000	45650	49250	52300	54800	56650	57900	58750	59200	59600	48000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36300	37650	38500	40700	42850	44950	47150	49850	50400	53350	58300	62150	64400	67450	69500	73250	75550	71900	63250	
Upper Quartile	32850	33850	35850	38400	39800	42150	43900	45500	46750	49200	53050	57300	57850	61950	63650	66550	66450	64150	55550	
Median	31250	32550	34150	36000	37100	38900	40200	41600	42850	45250	49100	52000	52350	55800	57250	60700	60550	58450	47150	
Lower Quartile	30250	30850	32000	33500	34900	35900	36550	38450	39900	41700	45150	47150	48000	50400	51400	54600	53950	52400	38750	
Lower Decile	28600	29200	30100	31550	32300	33400	33500	36000	36700	38550	40550	42450	44000	45600	46200	48350	48600	45750	33250	
Mean	32000	33150	34450	36250	37500	39100	40450	42350	43200	45550	49200	52250	53250	56300	57800	61150	61350	58750	48000	
Supporting Data																				
Total Number	300	462	468	465	410	382	423	447	350	1204	969	924	664	608	549	442	439	1010	10516	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34200	36000	37900	39800	41750	43750	45750	47750	49750	53650	59100	63800	67500	70200	71900	72800	73150	73050	63800	2.2
Upper Quartile	32500	34100	35750	37400	39100	40800	42500	44150	45850	49050	53550	57300	60250	62400	63750	64500	64850	64800	55200	2.2
Median	31300	32650	34050	35400	36800	38150	39550	40900	42200	44800	48300	51300	53700	55550	56800	57600	58100	58450	46200	2.2
Lower Quartile	29650	30850	32050	33200	34400	35600	36750	37900	39050	41200	44150	46650	48650	50200	51250	52000	52450	52850	37750	2.2
Lower Decile	27950	29000	30000	31050	32050	33050	34050	35000	35950	37800	40200	42250	43900	45100	46000	46550	46950	47250	32650	2.2
Mean	31200	32600	34000	35450	36900	38350	39800	41200	42600	45350	49100	52350	54950	56850	58200	59050	59550	59900	47600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34450	35500	37300	40250	42300	43750	47050	48900	50700	52650	58900	63650	67150	69150	71700	73350	76300	72550	63800	
Upper Quartile	32250	33450	35450	37850	39550	41150	43850	44850	46650	48600	52800	56650	58500	62900	64950	66950	66250	63950	55200	
Median	31100	32300	33900	35700	37000	38250	40250	41400	42700	44350	48250	50950	52150	56000	57800	59650	58600	57800	46200	
Lower Quartile	30150	30700	31750	33250	34800	35600	36600	38200	39500	41150	44350	46050	47400	50600	51650	53900	53450	52100	37750	
Lower Decile	28500	28950	30000	31150	32050	33400	33150	35500	35650	38100	39600	41850	43400	46050	46400	48650	48450	45950	32650	
Mean	31450	32200	33800	35750	37100	38500	40450	41850	42950	45000	48850	51850	54000	57200	58650	60800	61200	59050	47600	
Supporting Data																				
Total Number	282	419	420	410	367	312	363	341	305	970	754	670	543	587	401	367	376	851	8739	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	4	
Less Than $22000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	50050	52600	55100	59800	66100	71200	75100	78000	79950	81250	82000	82600	76500	3.8
Upper Quartile	0	0	0	0	0	0	45800	48000	50150	54200	59550	63950	67300	69750	71500	72650	73350	73950	68550	3.6
Median	0	0	0	0	0	0	42200	43900	45650	48900	53250	56950	59900	62150	63800	64950	65650	66350	59150	3.4
Lower Quartile	0	0	0	0	0	0	38800	40150	41450	44000	47500	50550	53100	55100	56700	57850	58650	59550	51400	3.0
Lower Decile	0	0	0	0	0	0	35550	36650	37700	39850	42850	45600	48050	50100	51800	53100	54100	55300	44050	2.8
Mean	0	0	0	0	0	0	42650	44450	46250	49600	54200	58050	61200	63600	65400	66650	67400	68150	60650	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	60150	51200	52900	59500	66200	70100	77500	75600	77800	81300	85950	83450	76500	
Upper Quartile	0	0	0	0	0	0	49650	48600	50800	52800	60650	64450	67600	68250	71050	73050	74400	74400	68550	
Median	0	0	0	0	0	0	46400	44500	45900	48450	55150	56250	57950	61600	63400	65450	65450	68250	59150	
Lower Quartile	0	0	0	0	0	0	44400	42450	39350	43850	48150	49150	52400	55600	58000	58350	57900	59450	51400	
Lower Decile	0	0	0	0	0	0	41100	41450	36200	39800	41800	44250	47400	52100	51650	54050	54650	54100	44050	
Mean	0	0	0	0	0	0	48450	45700	45050	49250	55400	56850	60600	63350	64600	66750	68350	69150	60650	
Supporting Data																				
Total Number	1	3	4	14	10	16	21	19	33	149	113	167	177	237	165	136	138	213	1615	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34400	36100	37900	39650	41450	43250	45050	46850	48600	51950	56450	60100	62800	64600	65550	65950	65950	65350	59000	2.2
Upper Quartile	32600	34150	35750	37300	38900	40500	42050	43600	45150	48100	52050	55300	57750	59450	60450	60950	61050	60800	51650	2.2
Median	31350	32650	34000	35350	36650	38000	39300	40600	41850	44200	47400	50050	52050	53500	54400	54950	55150	55200	43700	2.2
Lower Quartile	29800	30950	32100	33250	34400	35550	36650	37750	38800	40850	43550	45800	47600	48900	49750	50300	50600	50850	36350	2.2
Lower Decile	28150	29100	30100	31100	32050	33000	33900	34850	35700	37350	39550	41400	42800	43850	44600	45050	45300	45500	32050	2.2
Mean	31350	32650	34050	35400	36750	38100	39450	40750	42050	44450	47750	50450	52500	54000	54900	55450	55650	55650	44650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34300	35300	37150	40200	42250	43700	46550	48450	50050	51350	55950	59800	59650	63000	65450	67800	67500	66000	59000	
Upper Quartile	32200	33450	35400	37850	39500	41150	43400	44550	46200	47800	51550	54650	55100	58250	60400	63000	61850	61450	51650	
Median	31100	32250	33850	35750	36950	38300	39850	41050	42550	43800	47650	49900	50300	52600	53950	57150	55550	55400	43700	
Lower Quartile	30150	30700	31750	33250	34750	35550	36400	38050	39500	40900	44150	45300	46050	48400	50000	51750	51050	50800	36350	
Lower Decile	28500	28950	29950	31050	32000	33350	33000	35350	35650	37850	39300	41250	42100	43450	44550	47300	47050	44750	32050	
Mean	31350	32150	33700	35650	37100	38450	39950	41650	42700	44200	47700	50200	50800	53000	54500	57350	57050	55700	44650	
Supporting Data																				
Total Number	281	416	415	397	356	297	342	322	272	821	641	502	366	350	236	231	238	638	7123	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45450	46450	47600	48850	50200	51600	53100	56350	61500	66850	71950	76450	80200	82950	84800	86450	73750	3.6
Upper Quartile	0	0	40200	41650	43100	44550	46000	47450	48900	51800	56050	60050	63650	66900	69650	71900	73700	76350	63300	2.2
Median	0	0	36550	37950	39350	40700	42100	43500	44850	47550	51250	54600	57400	59700	61450	62750	63650	64750	54750	2.2
Lower Quartile	0	0	34250	35500	36750	38000	39200	40450	41650	43950	47200	50100	52550	54500	56000	57150	57950	58900	46900	2.2
Lower Decile	0	0	31600	32800	34000	35150	36300	37450	38600	40750	43650	46050	48000	49400	50400	51000	51350	51600	40300	2.2
Mean	0	0	38050	39250	40450	41700	42950	44250	45550	48200	52150	55900	59250	62050	64250	65850	66900	67800	56600	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49700	45500	48500	47200	48300	50750	[illegible]	55950	61900	67600	73250	80300	77400	78950	83100	87400	73750	
Upper Quartile	0	0	42700	40600	42600	43950	45550	46500	[illegible]	51850	57350	60400	63000	68300	67000	71900	71150	78250	63300	
Median	0	0	37700	38150	38550	41550	41150	42200	44550	47600	52100	54950	55500	61950	59800	64850	63900	64300	54750	
Lower Quartile	0	0	36200	35000	36250	37650	38100	39200	41750	44300	48500	50300	51250	55200	53350	59600	59800	58500	46900	
Lower Decile	0	0	32400	33300	34350	33650	35150	37050	39000	41150	44650	45450	47700	50250	47650	53600	54150	50700	40300	
Mean	0	0	39700	38950	40450	41450	41950	43250	45450	48200	52900	56600	58350	63500	61400	66250	67250	68400	56600	
Supporting Data																				
Total Number	17	41	52	64	54	82	76	111	81	332	320	446	333	269	285	210	188	387	3345	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	1	0	1	2	4	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	63150	70800	77800	83650	88150	91300	93300	94400	95000	88250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	57200	63050	68350	72900	76550	79300	81200	82500	83850	76800	2.2
Median	0	0	0	0	0	0	0	0	0	52600	57250	61500	65200	68300	70800	72700	74100	75950	67500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48550	52250	55600	58600	61150	63300	65000	66300	68150	59150	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45300	48750	51750	54250	56200	57700	58750	59450	60200	53100	2.2
Mean	0	0	0	0	0	0	0	0	0	53600	58850	63600	67650	71000	73550	75400	76650	78150	70000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	64200	70300	85150	79900	86500	87150	87200	97600	99050	88250	
Upper Quartile	0	0	0	0	0	0	0	0	0	59850	66150	69150	71950	75250	78550	74750	82300	88350	76800	
Median	0	0	0	0	0	0	0	0	0	55900	59750	62650	62900	67850	70900	69650	71000	79900	67500	
Lower Quartile	0	0	0	0	0	0	0	0	0	51100	55850	55850	55750	62800	61800	63300	64650	70750	59150	
Lower Decile	0	0	0	0	0	0	0	0	0	46400	51500	52150	52250	57800	55450	56650	60000	61850	53100	
Mean	0	0	0	0	0	0	0	0	0	55450	60550	65800	65350	71350	71650	71250	75650	81850	70000	
Supporting Data																				
Total Number		0	2	1	4	2	3	2	8	23	59	115	131	102	81	87	72	138	830	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	1	0	1	2	4	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43400	44850	46250	47700	49100	50500	51900	54650	58550	62100	65250	67900	70100	71900	73250	75150	64700	2.2
Upper Quartile	0	0	38700	40200	41750	43300	44800	46300	47750	50600	54500	57800	60450	62450	63850	64800	65350	65800	58950	2.2
Median	0	0	36100	37450	38850	40200	41550	42900	44250	46800	50300	53300	55800	57700	59100	60000	60650	61250	51550	2.2
Lower Quartile	0	0	34000	35250	36450	37700	38900	40100	41250	43500	46500	49000	51000	52500	53500	54150	54550	54850	44600	2.2
Lower Decile	0	0	31400	32600	33800	35000	36200	37300	38400	40450	43050	45050	46450	47250	47650	47700	47600	47100	38900	2.2
Mean	0	0	36950	38300	39650	40950	42300	43600	44850	47300	50650	53550	55900	57700	59050	60000	60550	61200	52150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49850	45050	46700	46850	48400	50700	53350	55100	58750	62050	62550	68700	67950	76450	71000	76550	64700	
Upper Quartile	0	0	40850	40450	41250	43750	45500	46150	48000	50900	55100	57800	57150	63250	62500	67950	65700	65150	58950	
Median	0	0	37550	38050	38050	41400	40950	42050	43850	47200	51200	53350	53450	58550	57200	62300	61750	61400	51550	
Lower Quartile	0	0	36150	34950	36050	37500	38100	39150	41500	44100	47650	48850	49300	52350	51350	57200	57000	54500	44600	
Lower Decile	0	0	32250	33300	34250	33400	35100	37050	38750	41050	44100	43750	46550	48250	46300	46850	53300	46050	38900	
Mean	0	0	39350	38700	39950	40850	41900	43100	44900	47650	51200	53450	53800	58700	57400	62750	62000	60950	52150	
Supporting Data																				
Total Number	17	41	49	63	50	80	73	109	73	309	261	331	202	167	204	123	116	249	2515	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	59250	66100	72500	78250	83100	86950	89850	91850	94350	84500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	55300	60850	65950	70450	74150	77050	79200	80750	82600	74600	2.2
Median	0	0	0	0	0	0	0	0	0	51850	56150	59950	63300	66050	68250	69900	71100	72700	64600	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51250	55500	57050	60400	60450	60450	60450	60450	60450	57500	15.0
Lower Decile	0	0	0	0	0	0	0	0	0	50650	54500	55600	55850	55850	55900	55900	55900	55900	50800	15.0
Mean	0	0	0	0	0	0	0	0	0	58050	65650	67950	68500	68550	68600	68600	68600	68600	67150	15.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	53800	0	59100	63650	76150	75950	85250	83100	96050	87700	94600	84500	
Upper Quartile	0	0	0	0	0	0	0	51750	0	54800	61250	65950	67500	74800	76950	83500	81550	80200	74600	
Median	0	0	0	0	0	0	0	49750	0	51300	56100	59600	62450	66700	68200	70750	73100	71200	64600	
Lower Quartile	0	0	0	0	0	0	0	48350	0	48650	52100	56900	56550	60900	61250	62850	64000	65700	57500	
Lower Decile	0	0	0	0	0	0	0	47550	0	47050	49800	49750	52150	55600	57000	59350	60700	60000	50800	
Mean	0	0	0	0	0	0	0	50700	0	52050	57650	61700	63450	68500	69100	75100	74350	75050	67150	
Supporting Data																				
Total Number	2	6	5	5	5	6	9	16	4	75	75	103	113	128	143	146	112	169	1120	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

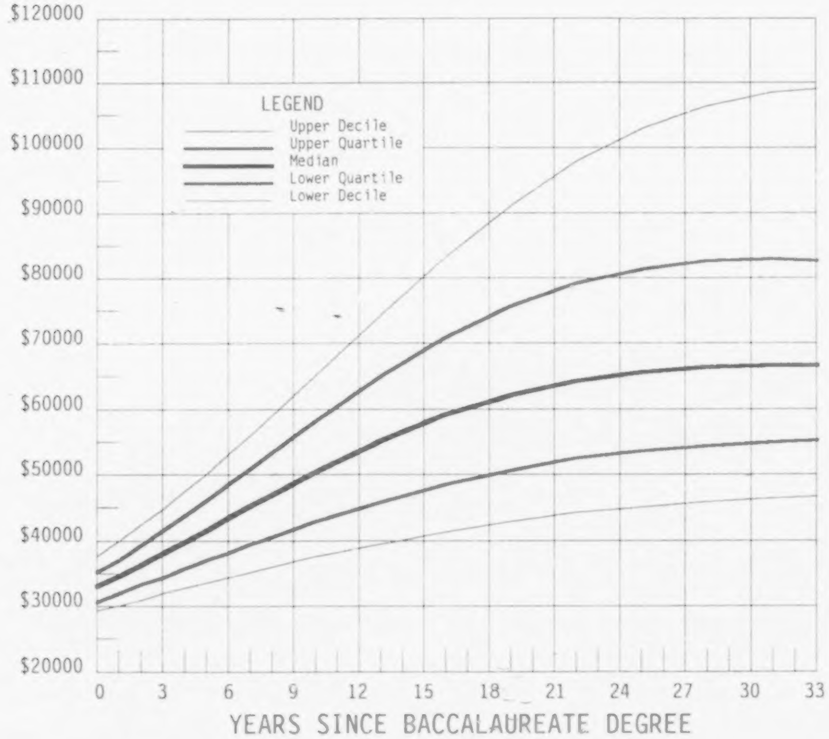
1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	81350	86100	91600	97550	103400	108700	117150	106050	2.6
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	79900	82350	85200	88200	91250	94100	99550	87450	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	76850	78350	79400	80100	80550	80750	80900	79050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	66700	68000	69450	70900	72250	73450	75400	71200	2.4
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	63600	64100	64600	65100	65200	66650	70000	63750	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	76450	77450	78900	80650	82450	84250	87700	81500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	84900	84350	89400	93400	112800	100700	116050	106050	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	79550	81150	86900	88900	92250	85300	102650	87450	
Median	0	0	0	0	0	0	0	0	0	0	0	77500	76600	80900	78950	81750	77000	81850	79050	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	70800	63300	69250	71950	73400	72000	75100	71200	
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	68300	60700	65900	62850	64400	68550	69950	63750	
Mean	0	0	0	0	0	0	0	0	0	0	0	78600	75700	78550	79950	84700	80550	88150	81500	
Supporting Data																				
Total Number	0	0	1	0	1	0	1	0	0	1	9	12	17	37	34	57	26	46	242	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	57750	62500	67500	72200	76250	79400	81600	82900	83900	77900	4.0
Upper Quartile	0	0	0	0	0	0	0	0	0	55100	59500	63450	66900	69700	71950	73650	74850	76450	69450	2.2
Median	0	0	0	0	0	0	0	0	0	51450	54950	58350	61500	64050	66000	67300	68100	68700	62000	4.0
Lower Quartile	0	0	0	0	0	0	0	0	0	49000	52050	55000	57500	59400	60800	61600	62100	62400	55650	4.4
Lower Decile	0	0	0	0	0	0	0	0	0	46750	48400	50500	52700	54600	56100	57150	57750	58250	49800	4.0
Mean	0	0	0	0	0	0	0	0	0	52050	55450	59000	62300	65100	67200	68650	69550	70200	63200	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	53800	0	58450	62650	67700	70150	75200	77700	85550	85250	83150	77900	
Upper Quartile	0	0	0	0	0	0	0	51750	0	54500	60150	63500	66300	70000	71400	71700	80450	74900	69450	
Median	0	0	0	0	0	0	0	49750	0	51200	55150	58950	60850	63300	64750	65900	71750	69000	62000	
Lower Quartile	0	0	0	0	0	0	0	48350	0	48600	51700	56600	55950	58700	60100	61100	63050	63600	55650	
Lower Decile	0	0	0	0	0	0	0	47550	0	47050	49200	49350	51800	54200	56150	57650	60350	57400	49800	
Mean	0	0	0	0	0	0	0	50700	0	51850	55700	59450	61300	64450	65700	68950	72500	70200	63200	
Supporting Data																				
Total Number	2	6	4	5	4	6	7	16	4	74	67	91	97	91	108	89	86	123	878	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

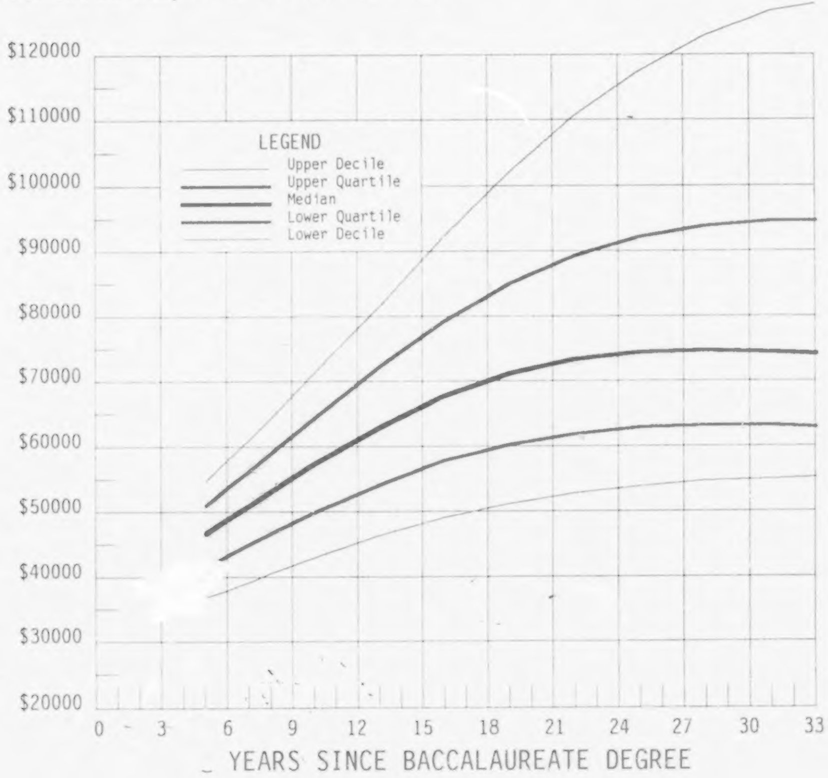
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37600	39900	42300	44850	47450	50200	53000	55900	58900	65000	74300	83200	91200	97800	102850	106300	108550	110600	78500	2.2
Upper Quartile	35100	37200	39300	41550	43800	46150	48500	50950	53350	58150	65000	71050	75850	79300	81450	82550	82900	82500	63600	2.2
Median	32950	34600	36350	38100	39850	41650	43450	45250	47000	50450	55150	59150	62200	64350	65700	66400	66600	66400	50150	2.2
Lower Quartile	30800	32000	33250	34500	35700	36950	38200	39400	40550	42850	45950	48600	50800	52450	53650	54450	55000	55500	40050	2.2
Lower Decile	29300	30150	31050	31900	32750	33600	34400	35200	36000	37550	39600	41400	42950	44200	45200	45950	46500	47250	34950	2.2
Mean	33100	34750	36450	38250	40000	41850	43700	45550	47400	51050	56300	60950	64900	68000	70250	71750	72700	73550	54500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39250	40300	42900	43850	46250	48500	51550	55400	60800	67450	74550	82050	87150	94400	103100	115800	109000	109650	78500	
Upper Quartile	37050	37950	40300	41300	42350	43850	46300	50000	54700	60150	65550	70650	74650	78250	80750	88150	80300	81800	63600	
Median	34750	35350	36900	38150	39000	39950	41150	43600	47400	52750	55500	58200	61750	63950	65250	68650	64950	66350	50150	
Lower Quartile	31050	32100	32950	34500	36050	36800	36850	38700	40900	44400	45100	48000	50200	51750	53650	56550	53950	55950	40050	
Lower Decile	28550	30600	30500	32100	33050	33650	33550	34750	36750	38350	38750	41400	42550	42800	45750	48300	47000	46700	34950	
Mean	34300	35350	36750	38150	39300	40700	41900	44550	48100	52850	56150	60250	64000	67300	70100	75850	71350	72900	54500	
Supporting Data																				
Total Number	299	386	396	374	456	558	572	492	573	1762	1154	912	807	666	543	445	414	639	11447	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	15	13	28	18	36	114	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

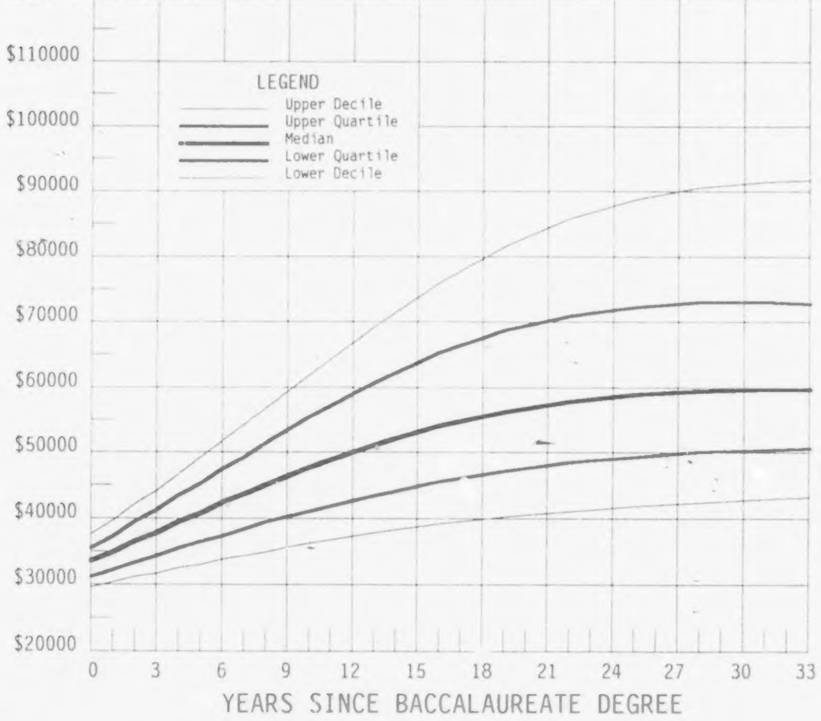
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54750	57850	61050	64300	71150	81700	92250	102050	110650	117650	122950	126700	131250	97950	2.2
Upper Quartile	0	0	0	0	0	50850	53500	56150	58900	64300	72150	79200	85000	89350	92250	93950	94750	94800	78000	2.2
Median	0	0	0	0	0	46600	48750	50950	53100	57300	63000	67650	71100	73250	74350	74600	74400	73300	65150	2.2
Lower Quartile	0	0	0	0	0	41550	43300	45000	46700	49900	54250	57750	60300	61950	62850	63200	63100	62500	55150	2.2
Lower Decile	0	0	0	0	0	36700	38000	39300	40550	43000	46300	49050	51250	52900	54000	54650	55050	55300	47650	2.2
Mean	0	0	0	0	0	46200	48450	50700	52950	57450	63900	69700	74500	78150	80700	82250	83100	83600	70100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59400	57850	62600	65150	73550	82500	88700	93700	111450	116700	136300	124150	134450	97950	
Upper Quartile	0	0	0	0	0	56400	53500	58250	60150	65400	72850	77950	79500	85650	92050	106900	97600	93300	78000	
Median	0	0	0	0	0	50300	48400	53100	54650	57850	63500	66750	68850	71150	73350	78750	73550	74950	65150	
Lower Quartile	0	0	0	0	0	43350	42950	48750	47000	51500	56350	55750	57000	58300	61950	65500	64050	65800	55150	
Lower Decile	0	0	0	0	0	34900	41100	42750	39450	44950	46900	47100	49100	51300	52850	56400	55600	57700	47650	
Mean	0	0	0	0	0	49750	48500	53300	53550	58750	64500	67750	70850	76350	79900	88350	83600	84850	70100	
Supporting Data																				
Total Number	1	1	2	6	15	39	50	62	122	500	385	362	355	294	245	203	169	253	3063	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	15	12	26	16	31	105	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINFERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39850	42100	44400	46800	49250	51750	54300	56850	61950	69400	76100	81650	85900	88850	90600	91550	91950	68400	2.2
Upper Quartile	35500	37400	39350	41300	43350	45350	47400	49450	51450	55400	60750	65250	68700	71000	72350	72950	73050	72500	56200	2.2
Median	33650	35050	36500	37950	39400	40850	42300	43700	45050	47650	51150	54100	56300	57900	58950	59550	59850	59900	44850	2.2
Lower Quartile	31250	32300	33350	34400	35450	36450	37450	38450	39400	41200	43600	45650	47300	48550	49450	50050	50450	50850	37950	2.2
Lower Decile	29700	30450	31150	31850	32500	33150	33800	34450	35050	36200	37800	39150	40300	41200	41950	42500	42950	43500	33850	2.2
Mean	33500	35000	36500	38000	39550	41100	42650	44150	45650	48600	52600	56100	58900	61050	62550	63550	64100	64600	48850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39200	40300	42850	43750	45600	46850	50400	53200	58650	64650	69550	74600	81550	85500	86750	92350	87400	93850	68400	
Upper Quartile	37000	37950	40300	41150	41950	43250	45500	48100	52500	58050	60750	64000	69300	70450	72500	75100	70850	71950	56200	
Median	34750	35300	36850	38050	38850	39650	40450	42600	46000	50050	50400	52950	56250	57800	58200	61300	58400	60300	44850	
Lower Quartile	31050	32100	32900	34450	36000	36700	36600	38100	40350	42500	42350	44700	47150	46750	49000	51750	51000	51650	37950	
Lower Decile	28550	30600	30500	32100	32950	33600	33350	34450	36000	37000	36900	39200	38350	39600	41850	45150	43500	44150	33850	
Mean	34250	35350	36700	38000	39050	40000	41250	43300	46600	50550	52000	55300	58650	60150	62000	65350	62950	65100	48850	
Supporting Data																				
Total Number	298	385	394	368	441	519	522	430	451	1262	769	550	453	372	297	242	245	386	8384	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	5	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37550	39900	42400	44950	47600	50400	53250	56200	59200	65300	74450	82950	90250	95950	99950	102450	103750	104300	75550	2.2
Upper Quartile	35100	37200	39350	41600	43950	46300	48700	51100	53550	58300	64950	70600	74800	77550	79000	79450	79300	78050	61850	2.2
Median	32900	34600	36300	38050	39850	41600	43400	45150	46900	50200	54700	58400	61100	62900	63850	64200	64200	63550	48650	2.2
Lower Quartile	30750	31950	33200	34400	35600	36800	38000	39150	40250	42450	45350	47800	49750	51200	52200	52850	53250	53550	39150	2.2
Lower Decile	29300	30150	30950	31800	32600	33450	34200	35000	35700	37150	39050	40700	42050	43150	44000	44600	45050	45650	34450	2.2
Mean	33050	34700	36450	38200	40000	41850	43700	45500	47350	50950	56000	60400	64000	66650	68500	69600	70150	70450	52900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39250	40200	42850	43950	46450	48350	51750	55800	61200	67650	74950	81950	85600	93600	99200	110150	104300	104500	75550	
Upper Quartile	37050	37850	40200	41300	42100	43750	46650	50100	55000	60400	65850	70050	73100	76900	77650	83800	78150	77550	61850	
Median	34700	35250	36650	38050	38700	39700	40750	43600	47600	52950	55000	56700	60650	62650	62750	65850	62800	64100	48650	
Lower Quartile	31000	32050	32800	34300	35700	36650	36900	38900	40650	43950	44200	47150	49200	50650	51650	54900	52450	54300	39150	
Lower Decile	28550	30550	30400	31850	32800	33400	33850	34800	36450	37900	38050	40850	41200	42300	43900	47150	45100	45700	34450	
Mean	34250	35250	36600	38050	39050	40500	41950	44750	48150	52900	55900	59400	62900	66300	67550	72700	69100	70650	52900	
Supporting Data																				
Total Number	294	377	373	333	398	497	465	400	503	1547	953	745	633	508	384	291	289	475	9466	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	11	9	14	11	25	75	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54600	57750	61000	64300	71200	81700	91900	101050	108600	114400	118350	120850	123150	92850	2.2
Upper Quartile	0	0	0	0	0	50750	53450	56200	58900	64350	72050	78700	83800	87300	89250	90000	90000	88850	75850	2.2
Median	0	0	0	0	0	46500	48700	50850	53000	57150	62750	67150	70250	72050	72750	72750	72250	70750	63600	2.2
Lower Quartile	0	0	0	0	0	41450	43200	44950	46700	49950	54200	57500	59800	61050	61550	61500	61100	59950	54200	2.2
Lower Decile	0	0	0	0	0	36550	37900	39200	40500	42950	46200	48900	50850	52200	53050	53400	53550	53300	47300	2.2
Mean	0	0	0	0	0	46100	48350	50650	52900	57400	63800	69300	73700	76850	78850	79850	80250	79900	68250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59650	57950	62600	65250	73600	82750	88400	91750	109900	114250	124400	121950	128900	92850	
Upper Quartile	0	0	0	0	0	57000	53650	58300	60350	65400	72900	77500	78150	84550	87000	100700	94200	89400	75850	
Median	0	0	0	0	0	51200	48600	53200	54400	57900	63400	66000	68000	70350	69500	75600	72350	74150	63600	
Lower Quartile	0	0	0	0	0	46150	43100	48750	46450	51800	56200	54800	56250	57900	60050	63750	62350	64000	54200	
Lower Decile	0	0	0	0	0	36100	41100	42750	39400	44800	46500	46950	48650	51050	51600	55200	53650	56300	47300	
Mean	0	0	0	0	0	50950	48650	53300	53400	[illegible]	64400	67200	69700	75600	76800	84500	81750	82750	68250	
Supporting Data																				
Total Number	1	1	2	5	15	35	48	61	117	467	343	317	303	248	189	138	125	198	2613	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	11	8	13	11	21	70	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37800	39950	42200	44550	46950	49400	51850	54400	56900	61850	68800	74850	79600	82900	84900	85850	86100	85450	65450	2.2
Upper Quartile	35650	37550	39450	41450	43450	45400	47400	49400	51300	55000	59950	63850	66600	68200	68950	69000	68700	67550	54000	2.2
Median	33800	35150	36550	37950	39300	40700	42000	43300	44600	46950	50100	52650	54500	55800	56550	56950	57050	56900	43300	2.2
Lower Quartile	31300	32300	33300	34300	35250	36200	37150	38000	38900	40500	42600	44350	45650	46600	47250	47650	47850	48050	37200	2.2
Lower Decile	29550	30250	30950	31650	32300	32950	33550	34150	34700	35750	37100	38200	39050	39700	40200	40500	40700	40950	33200	2.2
Mean	33550	35000	36500	38000	39500	41000	42500	43950	45350	48100	51750	54800	57150	58800	59850	60450	60700	60650	47000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39250	40200	42800	43850	45550	46600	50300	52900	59000	64850	69600	73050	80150	81050	81900	87650	80750	88000	65450	
Upper Quartile	37000	37850	40200	41150	41650	43050	45700	47650	52650	58150	60150	61950	66800	67950	68200	71050	66850	67200	54000	
Median	34700	35250	36650	37950	38500	39350	40000	42450	46000	49700	49150	51150	54400	54800	54900	58800	55500	58200	43300	
Lower Quartile	31000	32050	32800	34250	35600	36500	36600	38250	40000	41950	41250	43350	43750	44150	46250	50750	48850	49750	37200	
Lower Decile	28550	30550	30400	31800	32750	33300	33550	34300	35400	36600	35900	38300	37300	37600	39050	43300	40300	43000	33200	
Mean	34200	35200	36550	37900	38800	39700	41200	43200	46550	50300	51150	53650	56650	57450	58550	62050	59400	62000	47000	
Supporting Data																				
Total Number	293	376	371	329	383	462	417	339	385	1080	610	429	330	261	194	153	164	277	6853	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	39950	42400	45000	47650	50450	53350	56300	62500	72050	81500	90200	97650	103550	107850	110700	113750	85950	2.2
Upper Quartile	0	0	37650	39850	42100	44450	46850	49300	51800	56800	64100	70800	76350	80600	83500	85200	86050	86250	69250	2.2
Median	0	0	35950	37750	39550	41400	43250	45100	46950	50600	55700	60100	63650	66250	68000	69000	69500	69600	55250	2.2
Lower Quartile	0	0	35350	35950	36700	37600	38650	39750	40900	43400	47200	50800	53750	56050	57550	58500	59000	59300	44350	4.6
Lower Decile	0	0	31900	32950	34000	35050	36050	37050	38050	39900	42450	44600	46300	47650	48650	49350	49800	50300	38800	2.2
Mean	0	0	35950	37700	39550	41400	43300	45250	47150	51000	56600	61750	66200	69800	72500	74400	75650	77000	59800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43600	43300	45700	46550	46950	51800	56600	65400	72600	81250	88900	94450	106700	113550	107850	111800	85950	
Upper Quartile	0	0	40950	41200	43200	43600	43650	47750	50800	58500	64800	71350	76600	80250	84300	89200	79900	86700	69250	
Median	0	0	39350	38600	40500	41400	41550	42100	45700	51250	56650	61750	64100	65300	69050	69750	66900	69550	55250	
Lower Quartile	0	0	37150	35700	38550	38650	36200	35850	41750	45800	47500	52600	53600	54300	56400	57850	58050	60450	44350	
Lower Decile	0	0	32650	34100	35900	36200	33050	34550	38150	41300	42950	44950	47700	44700	49600	48100	51500	50100	38800	
Mean	0	0	39200	38850	40700	41250	40650	42500	46750	52450	57200	62550	66350	69150	73400	76200	73350	76250	59800	
Supporting Data																				
Total Number	3	8	23	41	57	57	97	78	62	185	176	140	144	125	121	112	99	135	1661	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	7	4	7	23	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70300	80650	91350	102000	112100	121100	128600	134300	141100	114150	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	64900	73850	82000	88750	93750	96950	98650	99250	98800	86900	2.2
Median	0	0	0	0	0	0	0	0	0	57750	64250	69700	73800	76400	77800	78200	78000	76750	72500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51450	56000	59850	62900	65200	66700	67600	68100	68300	61500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45250	48550	51600	54300	56600	58550	60100	61300	63050	52550	2.2
Mean	0	0	0	0	0	0	0	0	0	58300	65300	71700	77200	81550	84700	86800	88050	89100	78050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74150	80500	86450	98450	117600	120450	140050	126550	139800	114150	
Upper Quartile	0	0	0	0	0	0	0	0	0	67250	72600	79850	86900	90450	105700	103550	100100	94050	86900	
Median	0	0	0	0	0	0	0	0	0	58200	64300	68850	74150	73600	82650	80000	73700	77300	72500	
Lower Quartile	0	0	0	0	0	0	0	0	0	52150	57600	61450	60400	59150	72850	68500	66050	69450	61500	
Lower Decile	0	0	0	0	0	0	0	0	0	47500	51050	47800	53800	52750	66400	58900	60800	63250	52550	
Mean	0	0	0	0	0	0	0	0	0	59850	65550	70400	75500	79100	89700	89500	85600	88450	78050	
Supporting Data																				
Total Number	0	0	0	1	0	5	1	1	4	26	39	41	43	42	41	44	35	46	370	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	6	4	7	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41100	43350	45650	48050	50500	53000	55550	60700	68350	75600	81950	87200	91200	94050	95900	97850	75500	2.2
Upper Quartile	0	0	38900	40800	42750	44750	46750	48800	50800	54850	60600	65850	70200	73700	76200	77900	78950	79900	62750	2.2
Median	0	0	36850	38400	40000	41550	43100	44650	46150	49100	53150	56550	59300	61300	62650	63500	63950	64200	50950	2.2
Lower Quartile	0	0	33900	35100	36350	37550	38750	39900	41050	43250	46250	48800	50800	52350	53500	54200	54700	55100	42550	2.2
Lower Decile	0	0	31750	32750	33750	34750	35700	36650	37600	39300	41600	43550	45050	46200	47000	47550	47850	48150	37950	2.2
Mean	0	0	36650	38250	39850	41500	43150	44800	46400	49600	54150	58150	61550	64250	66200	67600	68500	69500	54600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43600	43250	45650	46550	47000	51800	54800	63500	69500	75800	83350	88950	90500	94750	88650	99250	75500	
Upper Quartile	0	0	40950	41200	43100	43650	43650	47600	49600	56800	62000	67450	72050	73350	73150	78050	73700	82750	62750	
Median	0	0	39350	38700	40450	41250	41550	42050	45150	50250	53850	58800	60300	61550	60600	62250	62650	65050	50950	
Lower Quartile	0	0	37150	35850	38500	38600	36100	35850	41500	45050	46100	51100	51150	52050	53350	52150	54650	55450	42550	
Lower Decile	0	0	32650	34100	35900	36400	33050	34500	38000	40700	42000	43350	46100	43450	47350	46800	50250	47800	37950	
Mean	0	0	39200	38800	40700	41300	40600	42450	46100	51250	54800	59350	62450	64050	65100	67600	66650	69900	54600	
Supporting Data																				
Total Number	3	8	23	39	57	52	96	77	58	159	136	99	101	83	80	68	64	88	1291	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

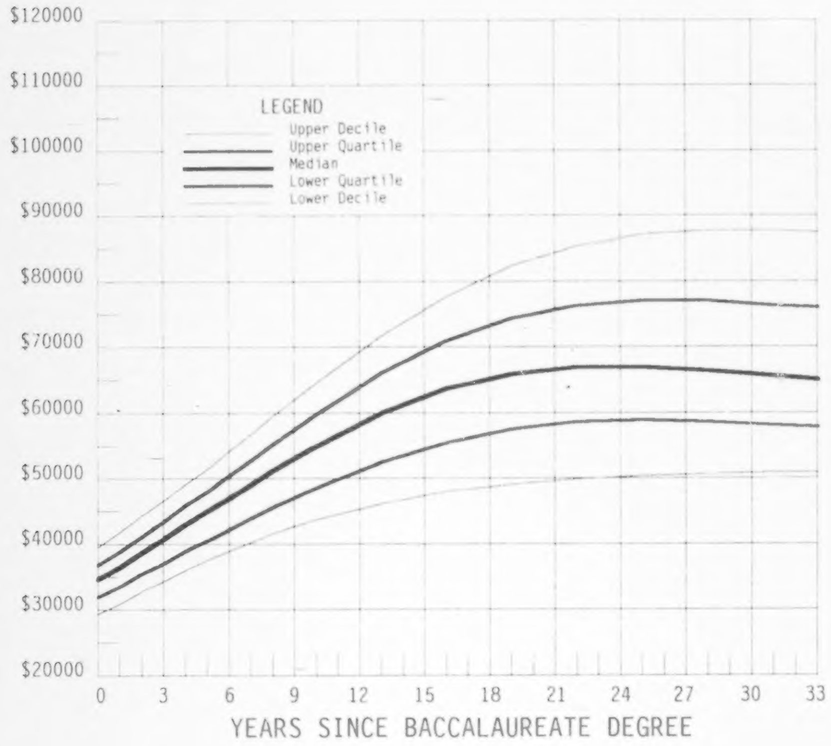
1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64050	72500	82850	94700	102050	118700	128400	135500	142300	112350	3.6
Upper Quartile	0	0	0	0	0	0	0	0	0	57200	65000	75850	86850	95800	101750	105000	106450	107050	87850	5.6
Median	0	0	0	0	0	0	0	0	0	52700	61550	70900	77400	80850	82250	82750	82850	82900	69450	8.0
Lower Quartile	0	0	0	0	0	0	0	0	0	48500	55750	62000	65650	67300	67950	68100	68150	68150	56300	8.6
Lower Decile	0	0	0	0	0	0	0	0	0	45950	49550	52700	55350	57450	59050	60200	61000	61900	50900	2.2
Mean	0	0	0	0	0	0	0	0	0	52950	61500	71450	79450	84450	86900	87950	88250	88350	75650	7.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	58100	0	64350	68850	90850	95750	97800	114500	145900	130100	137850	112350	
Upper Quartile	0	0	0	0	0	0	0	55600	0	58950	63000	77850	85600	88000	93950	117000	110900	110550	87850	
Median	0	0	0	0	0	0	0	53100	0	54300	58500	69450	76000	76300	80300	87900	83850	88800	69450	
Lower Quartile	0	0	0	0	0	0	0	46150	0	49350	54050	60600	63300	64000	70250	72350	64900	71600	56300	
Lower Decile	0	0	0	0	0	0	0	42400	0	45500	48650	55600	56350	52500	62100	64250	52900	64700	50900	
Mean	0	0	0	0	0	0	0	51200	0	54800	59250	71600	75850	76150	85050	97000	89600	94350	75650	
Supporting Data																				
Total Number	2	1	0	0	1	5	9	14	8	30	25	27	30	33	33	41	26	29	320	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	7	3	4	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	63500	71000	79850	89250	98350	106250	112300	116350	119850	95700	3.8
Upper Quartile	0	0	0	0	0	0	0	0	0	59250	65300	72500	79850	86500	91850	95550	97750	99350	79450	4.2
Median	0	0	0	0	0	0	0	0	0	55900	60150	64700	69200	73250	76600	79150	80850	82350	64200	3.6
Lower Quartile	0	0	0	0	0	0	0	0	0	51300	55050	58350	61100	63300	65000	66250	67100	68200	55000	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47300	50000	52300	54100	55500	56550	57250	57700	58200	50600	2.2
Mean	0	0	0	0	0	0	0	0	0	56150	61250	66350	71150	75500	79150	82000	84050	86250	69300	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	58100	0	63850	67950	83850	90950	95800	104950	113950	120250	116950	95700	
Upper Quartile	0	0	0	0	0	0	0	55600	0	59650	62700	75600	79500	87300	90950	93350	104400	95700	79450	
Median	0	0	0	0	0	0	0	53100	0	55300	58550	66700	71900	71550	78000	76600	78000	85600	64200	
Lower Quartile	0	0	0	0	0	0	0	46150	0	53050	53700	60000	60900	59850	69500	68800	61250	70350	55000	
Lower Decile	0	0	0	0	0	0	0	42400	0	50300	47350	55950	53850	51650	58900	61800	51650	60700	50600	
Mean	0	0	0	0	0	0	0	51200	0	56600	59050	69150	71450	73600	80550	82400	83100	86400	69300	
Supporting Data																				
Total Number	2	1	0	0	1	5	9	14	7	23	22	22	22	28	23	21	17	20	239	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

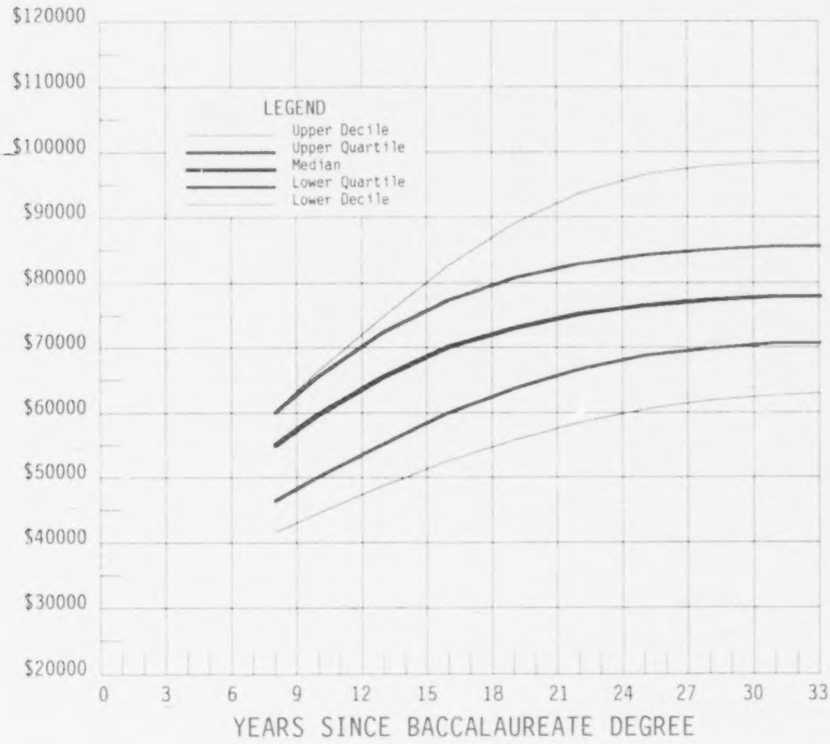
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39450	41750	44150	46550	49050	51600	54200	56800	59400	64500	71650	77650	82300	85350	87100	87800	87800	86800	75450	2.2
Upper Quartile	36700	38850	41100	43400	45750	48100	50500	52900	55250	59850	66050	70950	74400	76350	77050	76950	76350	74500	64900	2.2
Median	34650	36600	38650	40750	42850	44950	47050	49100	51150	55000	59950	63650	65950	66950	67000	66450	65600	63550	56300	2.2
Lower Quartile	32050	33700	35400	37100	38850	40550	42250	43900	45550	48600	52550	55550	57500	58550	58850	58600	58150	56850	47500	2.2
Lower Decile	29300	31050	32800	34450	36050	37550	39000	40300	41550	43700	46200	48000	49200	50000	50500	50750	50900	51000	40100	4.4
Mean	34650	36550	38500	40500	42500	44500	46550	48550	50550	54350	59450	63500	66400	68050	68800	68850	68500	67250	57350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38100	42150	44150	47700	49850	52800	56900	58250	61350	65700	70450	73800	79850	82350	85950	89950	91950	92200	75450	
Upper Quartile	34100	38900	42400	45200	47900	50150	53250	54650	57850	61050	64100	66850	70150	73650	78150	78700	80350	80150	64900	
Median	32850	34900	39000	41550	44750	46300	49750	50650	53650	56150	59000	60400	62350	63900	67300	66650	69750	68450	56300	
Lower Quartile	31300	32250	35750	37650	39800	40200	42400	45100	47850	49350	52500	54150	54750	56600	60150	58550	60750	58900	47500	
Lower Decile	29300	30250	33000	34850	37200	36700	37300	40400	42000	44350	46300	47150	48000	50850	52350	50950	51450	49700	40100	
Mean	33100	35800	39000	41400	44100	45350	48100	49700	52600	55400	58750	60800	63150	65700	69200	69850	71550	71300	57350	
Supporting Data																				
Total Number	241	262	560	594	787	899	873	818	918	2736	2483	1870	1666	1453	1008	804	680	913	19565	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	3	5	2	8	4	12	37	
Less Than $22000	4	0	2	0	2	0	0	6	2	0	0	0	2	0	0	0	0	0	18	

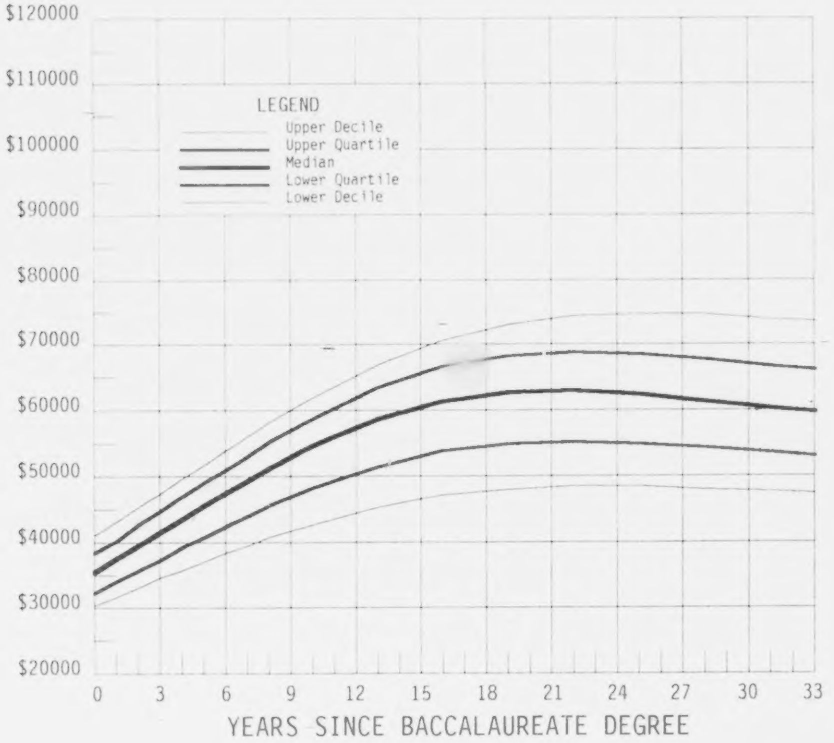
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	60400	66350	74950	82700	88950	93550	96450	98000	98500	98000	88350	2.2
Upper Quartile	0	0	0	0	0	0	0	0	60100	65650	72500	77450	80850	83050	84400	85200	85600	85950	80000	4.0
Median	0	0	0	0	0	0	0	0	54900	59650	65600	70100	73200	75300	76600	77400	77850	78200	71350	3.6
Lower Quartile	0	0	0	0	0	0	0	0	46350	50050	55300	59950	63750	66650	68700	69950	70650	71100	61700	2.2
Lower Decile	0	0	0	0	0	0	0	0	41500	44500	48750	52600	55850	58450	60450	61850	62800	63850	53150	2.2
Mean	0	0	0	0	0	0	0	0	53150	57900	64200	69400	73250	76000	77850	79050	79750	80400	71850	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	70800	73350	76250	80900	86700	87150	91050	102450	103400	106750	88350	
Upper Quartile	0	0	0	0	0	0	0	0	66350	69800	71600	74050	79800	80900	84350	88350	89150	89950	80000	
Median	0	0	0	0	0	0	0	0	62050	65400	63600	67450	71750	73600	77750	80050	80300	81100	71350	
Lower Quartile	0	0	0	0	0	0	0	0	45200	57700	54850	57650	63150	62750	70050	71050	73250	73650	61700	
Lower Decile	0	0	0	0	0	0	0	0	39400	48400	49700	50650	54750	56000	61500	63000	65750	64650	53150	
Mean	0	0	0	0	0	0	0	0	57700	63200	63650	66900	71700	73250	77750	82000	82550	84200	71850	
Supporting Data																				
Total Number	0	2	6	6	4	11	24	27	53	341	662	609	620	654	454	312	276	337	4396	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	3	5	1	8	3	12	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41000	43100	45250	47400	49600	51750	53900	56000	58050	61950	66900	70650	73150	74400	74800	74550	73950	72350	66250	2.2
Upper Quartile	38300	40400	42550	44700	46850	48950	51050	53150	55100	58800	63350	66550	68300	68850	68500	67700	66650	64400	60600	2.2
Median	35550	37500	39500	41500	43500	45500	47500	49400	51250	54600	58700	61400	62800	63000	62450	61450	60350	58050	53300	2.2
Lower Quartile	32400	34100	35750	37450	39150	40800	42400	44000	45500	48250	51600	53850	55000	55300	55000	54300	53500	51750	45300	2.2
Lower Decile	30500	31850	33200	34550	35850	37150	38400	39600	40750	42800	45350	47100	48100	48500	48450	48100	47650	46550	38600	2.2
Mean	35650	37500	39350	41200	43100	44950	45750	48500	50200	53400	57350	60150	61800	62450	62350	61800	61050	59350	53150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38100	42200	43950	47450	49850	52750	56450	58000	60000	63200	66300	67400	68800	70100	73600	74900	78600	79300	66250	
Upper Quartile	34100	38800	42350	45100	47950	50150	53000	54600	57400	59700	62500	63400	64400	65400	67450	67800	70650	70300	60600	
Median	32850	34850	38950	41550	44800	46350	49650	50600	53500	55400	57900	58600	58900	60600	62350	61550	63400	62600	53300	
Lower Quartile	31300	32250	35800	37600	39800	40200	42350	45050	47950	48850	51750	53050	51250	52450	56500	54250	55200	54700	45300	
Lower Decile	29300	30250	33050	34800	37200	36700	37300	40250	42300	44100	45250	45100	46100	46850	48250	48750	50100	48400	38600	
Mean	33100	35750	39000	41300	44100	45300	47950	49600	52300	54300	56950	57800	58100	59600	62200	62100	64050	63750	53150	
Supporting Data																				
Total Number	241	260	554	588	783	888	850	790	865	2394	1821	1261	1047	800	555	492	405	576	15168	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	2	
Less Than $22000	4	0	2	0	2	0	0	6	2	0	0	0	2	0	0	0	0	0	18	

1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39600	41400	43250	45150	47100	49000	51000	52950	54900	58850	64500	69650	74200	78000	80950	83200	84800	86800	67800	2.2
Upper Quartile	36150	37800	39500	41250	42950	44700	46500	48250	50000	53350	58150	62300	65750	68450	70350	71650	72450	73200	57550	2.2
Median	34150	35500	36900	38250	39650	41000	42400	43750	45050	47600	51100	54100	56500	58350	59700	60600	61150	61750	48200	2.2
Lower Quartile	31950	33150	34300	35450	36600	37750	38850	39950	41000	42950	45600	47800	49500	50750	51600	52100	52400	52600	40400	2.2
Lower Decile	29800	30850	31800	32800	33800	34750	35700	36600	37450	39150	41350	43200	44600	45700	46450	46950	47250	47500	34750	2.2
Mean	34500	35900	37250	38650	40050	41450	42850	44250	45650	48300	52050	55400	58300	60600	62450	63800	64750	65950	50500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	41250	42750	44900	48350	48800	52550	53950	55550	59800	63700	66850	77200	74450	77700	83900	85250	89950	67800	
Upper Quartile	34150	36350	39750	40550	45300	43950	48050	49400	51500	54000	59900	60400	63900	63800	67950	68350	74800	79100	57550	
Median	32900	34450	37150	38350	40800	40250	42800	44550	45900	48200	51800	54200	54300	56500	58600	57250	62800	64900	48200	
Lower Quartile	31300	31900	34700	36050	38200	36950	37350	40650	40900	44350	45950	47150	47800	51400	49000	50350	51750	54900	40400	
Lower Decile	29300	30050	32250	32800	36000	33250	35100	35700	37600	40400	42500	41800	42900	46100	45050	47450	47600	48300	34750	
Mean	33100	35050	37350	38650	41650	40750	43350	44650	46150	49100	52900	54150	57100	58950	60250	62000	65400	69200	50500	
Supporting Data																				
Total Number	230	220	315	260	292	356	282	239	204	665	640	503	489	459	189	206	211	425	6186	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	3	8	15	
Less Than $22000	4	0	2	0	2	0	0	6	2	0	0	0	2	0	0	0	0	0	18	

1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	51750	53950	56150	60700	67550	74350	80750	86550	91650	95900	99250	104300	86400	2.2
Upper Quartile	0	0	0	0	0	0	47250	49450	51650	56050	62550	68500	73650	77750	80850	83000	84350	85700	73850	2.2
Median	0	0	0	0	0	0	43050	44700	46300	49600	54400	59000	63200	66900	70000	72550	74550	77400	62300	2.2
Lower Quartile	0	0	0	0	0	0	39450	40700	42000	44600	48450	52150	55650	58850	61700	64100	66100	69250	53550	2.2
Lower Decile	0	0	0	0	0	0	36800	38050	39300	41800	45400	48650	51600	54050	56100	57700	58850	60500	47700	2.2
Mean	0	0	0	0	0	0	43800	45500	47250	50700	55900	60850	65400	69400	72800	75550	77650	80700	65250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59700	65600	64000	67100	66950	71850	87150	77050	83400	95950	108050	113600	86400	
Upper Quartile	0	0	0	0	0	0	57350	52100	45700	61250	62400	66400	77700	73150	75100	83500	86550	89900	73850	
Median	0	0	0	0	0	0	51550	46200	40500	52700	55550	58100	64750	61850	67250	70900	77550	82250	62300	
Lower Quartile	0	0	0	0	0	0	41750	43950	39250	46650	50000	50400	55200	56650	60150	64200	67100	72250	53550	
Lower Decile	0	0	0	0	0	0	33800	42200	38500	42200	46250	47400	52350	53800	52650	57600	60450	61300	47700	
Mean	0	0	0	0	0	0	49450	50000	44400	54050	56600	59100	67400	65200	68400	75650	80850	84850	65250	
Supporting Data																				
Total Number	0	2	2	6	2	8	17	15	19	96	271	207	187	237	84	83	79	168	1483	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	3	8	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39350	41200	43050	44900	46750	48600	50400	52150	53850	57050	61150	64200	66300	67450	67850	67800	67400	66350	59350	2.2
Upper Quartile	35750	37500	39200	40950	42650	44350	46000	47650	49200	52100	55750	58400	60050	60900	61000	60750	60250	59000	51950	2.2
Median	33950	35350	36750	38150	39500	40850	42150	43400	44600	46850	49600	51700	53050	53800	54100	54050	53850	53150	44950	2.2
Lower Quartile	32000	33150	34300	35400	36500	37550	38600	39600	40500	42250	44450	46100	47200	47900	48200	48300	48200	47850	38350	2.2
Lower Decile	29900	30850	31800	32700	33650	34500	35400	36200	37000	38500	40450	42000	43150	44000	44550	44850	45000	45100	33600	2.2
Mean	34350	35750	37100	38500	39850	41150	42450	43700	44900	47150	50000	52200	53750	54700	55150	55300	55200	54750	45800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	41300	42800	43900	48350	48900	51800	53700	55450	58400	61500	61350	62850	62300	66650	64600	70550	71650	59350	
Upper Quartile	34150	36150	39750	40450	45350	43950	47550	49150	51800	52700	56250	56850	55950	55200	59200	56200	63650	65250	51950	
Median	32900	34400	37150	38250	40850	40250	42600	44350	46550	47800	49550	52050	49200	51550	51150	51200	53150	58400	44950	
Lower Quartile	31300	31900	34750	36000	38250	36950	37300	40300	41500	44100	44200	43850	45150	46950	45800	48400	50300	49650	38350	
Lower Decile	29300	30000	32350	32650	36000	33300	35100	35300	37250	40050	41450	39700	41250	44050	44250	43750	43900	47500	33600	
Mean	33100	35050	37400	38400	41700	40750	42950	44250	46350	48250	50200	50650	50750	52250	53700	52700	56200	58950	45800	
Supporting Data																				
Total Number	230	218	313	254	290	349	265	225	185	569	369	296	302	222	105	123	132	257	4703	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	4	0	2	0	2	0	0	6	2	0	0	0	2	0	0	0	0	0	18	

1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44000	47000	50000	52950	55850	58600	61300	66150	72300	77000	80300	82550	83950	84700	85150	85350	73400	4.6
Upper Quartile	0	0	41150	44450	47600	50600	53450	56050	58400	62500	66900	69750	71400	72300	72750	72950	73000	73050	63800	6.2
Median	0	0	39750	42850	45750	48400	50750	52850	54700	57650	60600	62250	63100	63550	63750	63800	63850	63850	56400	7.0
Lower Quartile	0	0	37250	39950	42400	44650	46650	48450	50000	52500	54950	56400	57150	57550	57700	57800	57800	57800	49400	6.8
Lower Decile	0	0	34000	36200	38200	40050	41750	43300	44650	46900	49250	50750	51650	52100	52350	52500	52550	52550	43700	5.8
Mean	0	0	39200	42050	44750	47300	49700	51900	53950	57350	61150	63600	65100	65950	66400	66600	66700	66700	57850	5.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45300	48250	49900	53450	56950	57750	61250	66450	71350	73200	78400	84250	86850	89000	86500	89600	73400	
Upper Quartile	0	0	43450	46150	48550	51350	54100	54950	58000	61450	64800	66150	70100	75550	77350	77550	77750	79050	63800	
Median	0	0	41950	44100	46100	48650	51150	51900	54350	56900	59100	59800	62550	66000	65950	66400	68400	68150	56400	
Lower Quartile	0	0	38950	41500	42000	45300	46800	47750	49600	52000	54000	54650	56400	59250	59950	59450	61200	60050	49400	
Lower Decile	0	0	34650	37000	38450	40400	40150	43300	45350	46900	49300	49350	50400	52850	53750	54350	53550	52850	43700	
Mean	0	0	41150	43500	45300	48100	49900	51150	53800	56750	59700	61000	63850	68050	69250	70050	70100	70800	57850	
Supporting Data																				
Total Number	11	42	245	333	483	519	536	518	613	1686	1364	901	763	633	456	354	256	303	10015	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	2	4	2	4	0	4	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	65150	71200	79000	84950	89250	92050	93800	94800	95250	95550	87250	4.8
Upper Quartile	0	0	0	0	0	0	0	0	63050	68450	74500	78500	81000	82450	83200	83600	83750	83800	79150	5.6
Median	0	0	0	0	0	0	0	0	60800	65200	69850	72650	74250	75100	75500	75650	75750	75750	71500	6.2
Lower Quartile	0	0	0	0	0	0	0	0	57300	60750	64050	65850	66800	67250	67450	67550	67550	67600	64750	7.0
Lower Decile	0	0	0	0	0	0	0	0	52900	55500	57850	59050	59600	59850	59950	60000	60000	60000	57250	7.6
Mean	0	0	0	0	0	0	0	0	59250	64000	69300	72850	75050	76300	76950	77300	77400	77500	73000	5.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	71000	74250	78200	81550	83950	88950	97150	106250	96900	103950	87250	
Upper Quartile	0	0	0	0	0	0	0	0	67050	70800	73700	74300	77750	83250	84750	88950	85750	88550	79150	
Median	0	0	0	0	0	0	0	0	63750	67350	69050	68850	70950	76300	77500	79500	78100	79800	71500	
Lower Quartile	0	0	0	0	0	0	0	0	61550	64100	61550	60700	64450	69700	68350	71400	72100	73300	64750	
Lower Decile	0	0	0	0	0	0	0	0	60250	58100	54900	54750	57600	61500	61700	63050	64950	65450	57250	
Mean	0	0	0	0	0	0	0	0	64350	66850	67800	69000	71400	77400	78450	82550	79350	83250	73000	
Supporting Data																				
Total Number	0	0	4	0	2	3	7	12	31	231	346	293	312	281	206	136	107	125	2096	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	2	4	1	4	0	4	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44600	47700	50600	53250	55650	57800	59650	62700	65800	67600	68650	69200	69500	69600	69650	69650	64200	6.2
Upper Quartile	0	0	42000	45500	48650	51400	53750	55750	57450	60000	62300	63450	64000	64250	64300	64350	64350	64350	59600	8.0
Median	0	0	40300	43500	46350	48800	50900	52650	54100	56250	58100	59050	59450	59650	59700	59700	59700	59700	54000	8.2
Lower Quartile	0	0	37600	40350	42750	44850	46700	48200	49450	51400	53100	54000	54450	54600	54700	54700	54700	54700	47800	7.8
Lower Decile	0	0	34200	36400	38400	40150	41750	43100	44250	46050	47850	48850	49400	49700	49800	49900	49900	49900	42450	6.4
Mean	0	0	39800	42800	45450	47800	49900	51650	53150	55450	57600	58700	59300	59550	59650	59700	59700	59700	53800	7.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45000	48250	49900	53250	56550	57500	59750	62850	65200	65450	67650	69400	70100	72000	74250	72850	64200	
Upper Quartile	0	0	43350	46150	48550	51300	53950	54850	57450	59600	61700	61950	63300	65450	65950	67150	68250	67800	59600	
Median	0	0	41900	44100	46150	48600	51100	51750	54050	55950	57450	57750	58700	61250	61500	61850	63200	62150	54000	
Lower Quartile	0	0	38850	41500	42000	45250	46650	47650	49350	51000	52650	53000	53700	55700	56850	57150	58300	55350	47800	
Lower Decile	0	0	34600	37000	38450	40400	40100	43200	45100	46150	48000	47500	48750	49500	51400	51750	51450	49350	42450	
Mean	0	0	41050	43500	45300	47950	49800	51000	53250	55150	56950	57100	58600	60650	61700	62250	63400	62050	53800	
Supporting Data																				
Total Number	11	42	241	333	481	515	530	505	582	1455	1018	608	451	353	250	218	148	178	7919	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	54800	57500	60200	65600	73250	79850	85050	88700	90900	91950	92200	91500	83600	2.2
Upper Quartile	0	0	0	0	0	0	50800	53400	56000	61100	68150	73950	78150	80700	81800	81900	81400	79500	74700	2.2
Median	0	0	0	0	0	0	48450	50750	53050	57450	63350	68000	71200	73000	73550	73350	72700	70800	65800	2.2
Lower Quartile	0	0	0	0	0	0	46150	48350	50450	54500	59700	63500	65700	66450	66200	65300	64150	61600	60700	2.2
Lower Decile	0	0	0	0	0	0	43550	45700	47750	51650	56550	59950	61750	62200	61600	60450	59150	56400	56600	2.2
Mean	0	0	0	0	0	0	48700	51050	53400	58000	64150	69100	72500	74450	75100	74950	74250	72350	68450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61550	63400	64000	67550	72550	79350	82800	83250	87100	95000	99050	96850	83600	
Upper Quartile	0	0	0	0	0	0	58600	61300	61800	63700	67150	71600	74100	77400	81600	82850	86600	83650	74700	
Median	0	0	0	0	0	0	54500	58000	58650	60650	63000	66000	56900	68850	73200	73600	77500	76400	65800	
Lower Quartile	0	0	0	0	0	0	51350	52750	56050	57300	59950	61700	62250	62850	65350	64550	68250	66750	60700	
Lower Decile	0	0	0	0	0	0	49750	50950	52150	54100	56400	58150	58650	59850	60600	60300	62050	60600	56600	
Mean	0	0	0	0	0	0	54600	57600	58500	60600	63750	67550	69000	70200	73800	76150	79350	77000	68450	
Supporting Data																				
Total Number	0	0	0	1	12	24	55	60	101	385	479	466	414	361	363	244	214	185	3364	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

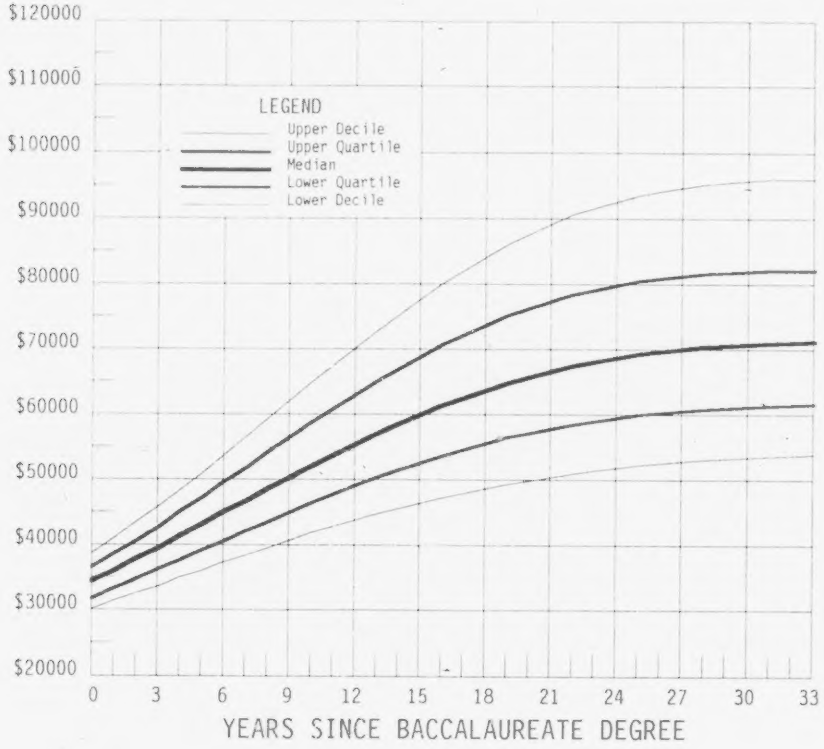
1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69000	77150	84000	89300	93200	95900	97600	98600	99300	93600	4.0
Upper Quartile	0	0	0	0	0	0	0	0	0	68000	75250	80550	84200	86500	87900	88650	89000	89200	84700	4.8
Median	0	0	0	0	0	0	0	0	0	65950	72100	76250	78900	80450	81350	81800	82000	82100	79500	5.2
Lower Quartile	0	0	0	0	0	0	0	0	0	62100	67750	71550	74000	75450	76250	76700	76900	77000	73900	5.0
Lower Decile	0	0	0	0	0	0	0	0	0	58500	63900	67600	69900	71300	72100	72550	72750	72850	69550	4.8
Mean	0	0	0	0	0	0	0	0	0	65300	71900	76650	79800	81800	83000	83650	83950	84100	80800	4.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73900	79800	84250	89600	87250	89700	108600	109350	97650	93600	
Upper Quartile	0	0	0	0	0	0	0	0	0	71350	76300	80350	84000	83150	85800	90150	94650	93050	84700	
Median	0	0	0	0	0	0	0	0	0	68450	73200	75400	78200	78900	81400	82800	84300	82250	79500	
Lower Quartile	0	0	0	0	0	0	0	0	0	62050	69850	71450	72800	73800	76100	77700	79050	77800	73900	
Lower Decile	0	0	0	0	0	0	0	0	0	55250	67100	68050	68850	69400	72150	73550	73450	75000	69550	
Mean	0	0	0	0	0	0	0	0	0	66450	74550	76100	79250	78700	81650	86950	87900	84600	80800	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	3	14	45	109	121	136	164	93	90	44	818	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	57250	59950	62450	66700	71500	74650	76550	77650	78200	78450	78550	78550	74750	6.0
Upper Quartile	0	0	0	0	0	0	55650	58250	60450	64000	67500	69400	70450	70900	71150	71200	71250	71250	67750	7.0
Median	0	0	0	0	0	0	53500	55800	57750	60750	63550	65000	65750	66100	66250	66300	66350	66350	63200	7.2
Lower Quartile	0	0	0	0	0	0	50950	53000	54750	57400	59750	61000	61600	61850	62000	62050	62050	62050	59350	7.2
Lower Decile	0	0	0	0	0	0	48500	50450	52050	54400	56400	57400	57900	58100	58200	58200	58200	58200	55650	7.6
Mean	0	0	0	0	0	0	52800	55150	57250	60550	63900	65800	66800	67300	67550	67650	67700	67700	64450	6.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61550	63400	63600	67050	69800	71600	71650	73750	78200	82700	89250	95700	74750	
Upper Quartile	0	0	0	0	0	0	58600	61300	61450	63500	65950	67650	67850	68850	71550	73800	78600	79900	67750	
Median	0	0	0	0	0	0	54500	58000	58500	60500	62450	64200	64450	64450	66350	66600	70400	73000	63200	
Lower Quartile	0	0	0	0	0	0	51350	52750	55900	57250	59400	60700	60900	61250	61950	61850	63950	64600	59350	
Lower Decile	0	0	0	0	0	0	49750	50950	52050	54000	56200	57300	57500	57700	58100	58400	60250	59150	55650	
Mean	0	0	0	0	0	0	54600	57600	58050	60350	62650	64950	64800	65100	67300	69500	73200	74650	64450	
Supporting Data																				
Total Number	0	0	0	1	12	24	55	60	98	371	434	357	294	225	199	151	124	141	2547	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

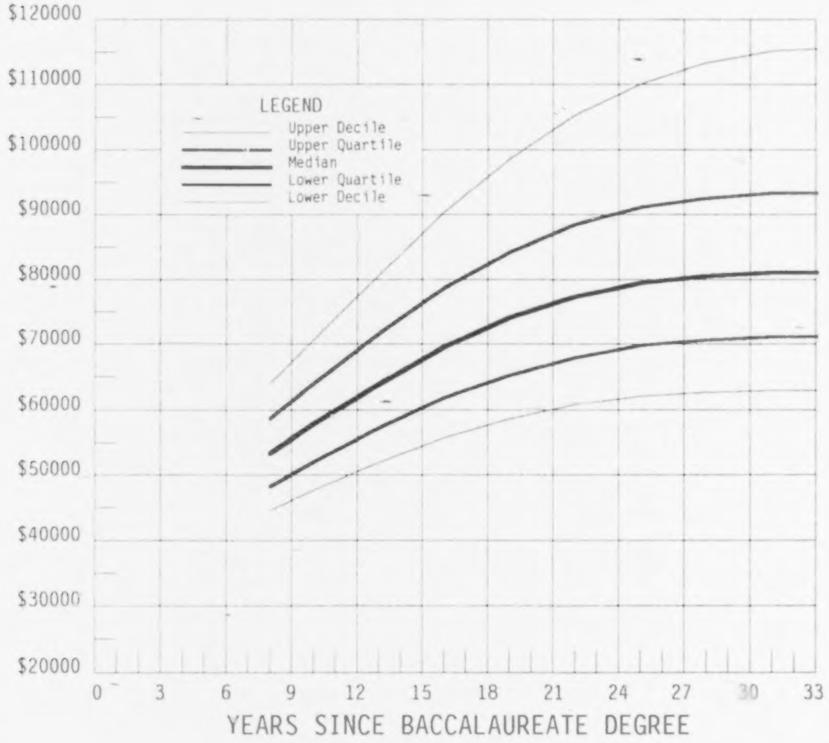
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38650	40950	43350	45800	48400	51000	53700	56450	59250	64800	72850	80100	86050	90550	93500	95200	95950	95950	83900	2.2
Upper Quartile	36550	38550	40650	42800	45000	47250	49500	51800	54100	58650	65050	70650	75100	78400	80500	81650	82150	82050	71050	2.2
Median	34350	36050	37800	39550	41350	43150	44950	46800	48600	52100	57050	61350	64850	67500	69300	70450	71050	71450	58600	2.2
Lower Quartile	31850	33300	34750	36200	37700	39200	40650	42150	43600	46400	50350	53700	56450	58500	59950	60900	61450	61850	46450	2.2
Lower Decile	30150	31350	32500	33700	34900	36100	37250	38400	39550	41750	44750	47300	49450	51050	52300	53100	53650	54250	38700	2.2
Mean	34350	36100	37850	39700	41550	43450	45350	47300	49200	52950	58300	63000	66900	69850	71950	73300	74100	74650	60750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39900	40700	43400	46300	47400	49700	52650	55200	59350	66600	73350	79400	84450	89400	93050	98200	97400	94900	83900	
Upper Quartile	37500	38650	40900	42700	43600	46200	48600	51000	54150	60450	65550	69850	73550	78250	80300	82900	81750	82100	71050	
Median	35150	36300	38150	39500	40250	42100	44000	45650	48400	53650	57400	61100	63800	67600	69250	70800	70500	71650	58600	
Lower Quartile	32500	33350	34500	36450	37600	38700	39850	41200	43150	47400	50400	53750	55650	58850	59800	61550	60450	62050	46450	
Lower Decile	30550	30900	32300	34100	35400	36100	36450	37900	38950	42550	44650	47350	48350	51250	52150	53950	53500	54200	38700	
Mean	35300	36050	37900	40050	40900	42550	44450	46150	48800	54450	58400	62600	65700	70250	71850	74800	73700	74350	60750	
Supporting Data																				
Total Number	326	423	453	459	488	521	547	531	579	1955	1476	1373	1345	1293	1239	1253	1143	2169	17572	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	1	4	19	17	37	21	50	150	
Less Than $22000	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	3	

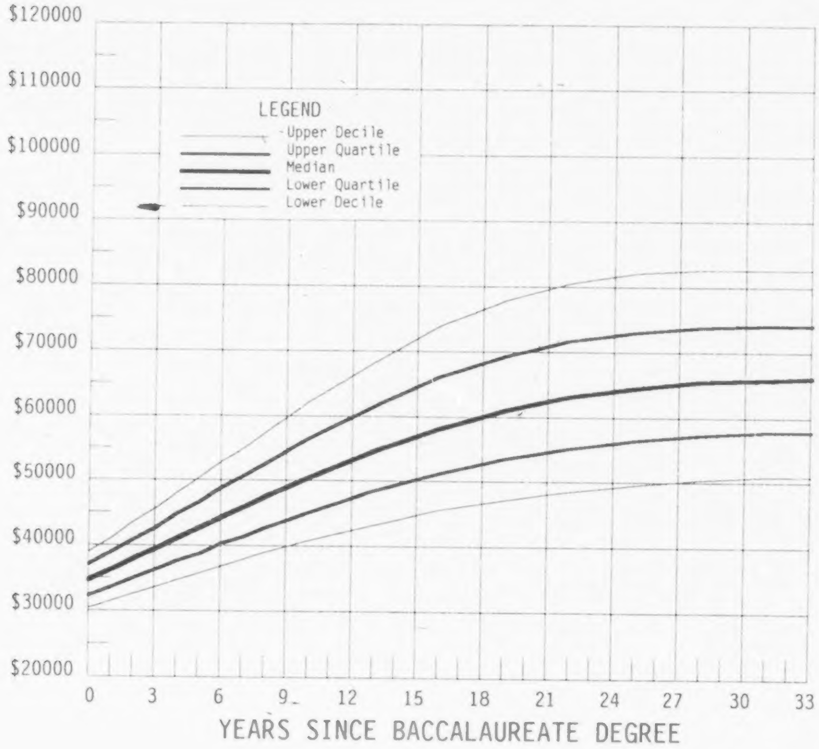
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	64100	70800	80850	90400	98700	105400	110250	113450	115250	116550	102450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	58550	63950	71700	78650	84300	88450	91150	92650	93300	93100	86000	2.2
Median	0	0	0	0	0	0	0	0	53300	57750	64100	69600	74050	77300	79400	80600	81100	81000	73800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	48250	52000	57250	61800	65400	68050	69750	70750	71200	71200	63200	2.2
Lower Decile	0	0	0	0	0	0	0	0	44550	47700	52100	55800	58700	60750	62050	62700	63000	62850	54900	2.2
Mean	0	0	0	0	0	0	0	0	54000	58750	65600	71700	76750	80550	83100	84650	85400	85700	77150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	64400	75150	82100	87950	93250	103950	110000	118250	115650	116850	102450	
Upper Quartile	0	0	0	0	0	0	0	0	59700	67150	72900	76950	81700	86650	89550	94450	94050	94150	86000	
Median	0	0	0	0	0	0	0	0	55300	60550	64800	68800	71200	75650	79300	81600	80850	82150	73800	
Lower Quartile	0	0	0	0	0	0	0	0	50450	55050	57500	60350	63100	67550	69400	71100	71200	72200	63200	
Lower Decile	0	0	0	0	0	0	0	0	46450	50300	52950	54350	56700	60100	61150	63800	62750	63750	54900	
Mean	0	0	0	0	0	0	0	0	55350	61950	65950	70050	74100	79800	82200	86700	85250	86450	77150	
Supporting Data																				
Total Number	1	0	6	14	13	21	30	37	61	356	407	468	489	539	504	517	428	758	4648	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	1	4	19	16	36	19	45	141	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39000	41150	43350	45650	47950	50300	52700	55050	57450	62050	68400	73750	77850	80550	82100	82750	82800	82000	74100	2.2
Upper Quartile	36950	38850	40750	42700	44700	46700	48700	50700	52650	56500	61700	66100	69450	71800	73200	73900	74100	73750	64150	2.2
Median	34700	36250	37850	39450	41050	42650	44300	45900	47450	50500	54650	58200	61050	63150	64600	65500	66000	66300	53400	2.2
Lower Quartile	32200	33500	34850	36150	37500	38800	40150	41450	42700	45150	48450	51300	53600	55300	56550	57350	57850	58300	43150	2.2
Lower Decile	30500	31550	32650	33700	34800	35850	36850	37900	38850	40750	43300	45500	47300	48650	49700	50400	50850	51400	37350	2.2
Mean	34650	36250	37900	39600	41250	42950	44650	46300	47950	51100	55500	59200	62100	64250	65650	66500	66900	67050	54850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39900	40700	43350	45750	47000	49500	52100	54850	58450	63900	68800	72250	76700	79650	80050	82550	82950	83250	74100	
Upper Quartile	37500	38650	40900	42500	43500	46000	48250	50600	53100	58600	62300	64800	67850	70350	71750	73300	74000	75300	64150	
Median	35150	36300	38100	39350	40150	41950	43700	45200	47700	52200	54550	58050	60000	62550	63500	65200	65500	67300	53400	
Lower Quartile	32500	33350	34500	36400	37550	38650	39600	40900	42550	46300	48400	51350	52150	54800	56250	57700	57200	58950	43150	
Lower Decile	30550	30900	32300	34050	35350	36150	36300	37650	38700	41850	43200	45150	45700	47950	49850	50400	51100	51900	37350	
Mean	35250	36050	37850	39650	40750	42450	44000	45800	48050	52750	55500	58750	60900	63400	64750	66450	66750	67900	54850	
Supporting Data																				
Total Number	325	423	447	445	474	500	518	494	518	1599	1069	906	856	754	735	736	714	1411	12924	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	5	9	
Less Than $22000	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38200	40600	43050	45650	48300	51050	53850	56700	59550	65300	73600	80800	86550	90550	92900	93950	94100	93100	79650	2.2
Upper Quartile	36300	38350	40450	42650	44850	47100	49400	51700	53950	58400	64600	69800	73750	76450	77900	78550	78550	77700	67000	2.2
Median	34350	36000	37700	39400	41100	42850	44600	46300	48000	51300	55850	59700	62750	64950	66400	67250	67650	67750	54550	2.2
Lower Quartile	31900	33250	34650	36050	37400	38800	40200	41550	42850	45400	48900	51800	54100	55800	56950	57700	58050	58300	43200	2.2
Lower Decile	30150	31300	32400	33500	34600	35700	36750	37800	38800	40750	43350	45500	47250	48550	49450	50050	50400	50750	36950	2.2
Mean	34200	35950	37700	39550	41350	43250	45100	47000	48850	52450	57550	61900	65350	67900	69600	70550	71000	71100	57350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39900	40550	43250	45750	47700	49200	52350	54750	59900	67400	74650	81100	83400	89400	92600	94950	95200	92950	79650	
Upper Quartile	37500	38450	40900	42300	43500	45500	48100	50250	54650	60900	65850	68950	71350	75600	76450	78100	77850	79100	67000	
Median	35100	36150	38000	39150	40000	41550	43750	44750	48450	53550	56500	59050	60900	64700	63900	66950	67500	69000	54550	
Lower Quartile	32500	33200	34300	36150	37350	38400	39400	40400	42550	47050	49150	51800	52250	55800	55250	58150	57200	59350	43200	
Lower Decile	30550	30850	32150	33700	35050	35600	35800	37100	38350	42200	43550	45550	45000	48450	48050	50600	50950	51200	36950	
Mean	35300	35900	37750	39750	40800	42050	44000	45450	48800	54400	58050	61500	63400	68050	68300	70900	70650	71750	57350	
Supporting Data																				
Total Number	324	406	368	348	350	369	342	335	389	1326	890	759	757	666	551	620	637	1238	10676	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	11	10	15	13	31	84	
Less Than $22000	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	61850	65400	72600	83450	93450	101900	108200	112300	114500	115300	114700	100000	2.2
Upper Quartile	0	0	0	0	0	0	0	56400	59250	64900	72900	79850	85150	88700	90600	91300	91200	89750	83450	2.2
Median	0	0	0	0	0	0	0	51150	53450	57950	64150	69400	73350	75950	77400	77950	77900	76950	71100	2.2
Lower Quartile	0	0	0	0	0	0	0	46300	48150	51750	56700	60800	63950	66100	67400	67950	68100	67650	60550	2.2
Lower Decile	0	0	0	0	0	0	0	42750	44350	47350	51350	54600	56350	58500	59350	59650	59600	59000	52200	2.2
Mean	0	0	0	0	0	0	0	51850	54300	59100	65950	71850	76500	79750	81750	82650	82900	82250	74650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	60200	64700	75250	85500	91450	95500	108250	113400	115400	114800	116050	100000	
Upper Quartile	0	0	0	0	0	0	0	54100	59700	67300	74600	79200	81250	86150	90200	91800	91750	91050	83450	
Median	0	0	0	0	0	0	0	49850	54000	60300	65600	68500	70800	74050	76000	77550	77400	79000	71100	
Lower Quartile	0	0	0	0	0	0	0	46950	50200	54400	57900	59100	61800	64950	64050	67300	68850	69700	60550	
Lower Decile	0	0	0	0	0	0	0	43600	46800	50100	51900	52900	55000	57600	55950	60950	59350	60650	52200	
Mean	0	0	0	0	0	0	0	50850	55150	61500	66850	70350	73900	78650	80100	83100	82850	83750	74650	
Supporting Data																				
Total Number	1	0	6	13	13	18	23	33	47	273	255	253	256	282	215	244	250	441	2621	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	11	10	14	12	28	79	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38850	41050	43300	45600	47950	50300	52700	55050	57400	61950	68000	72900	76300	78350	79250	79300	78850	77300	70000	2.2
Upper Quartile	36900	38750	40650	42600	44500	46450	48400	50300	52150	55750	60600	64500	67350	69150	70150	70500	70450	69700	60350	2.2
Median	34750	36250	37750	39250	40750	42250	43750	45200	46650	49350	53050	56100	58450	60150	61300	61950	62250	62350	49900	2.2
Lower Quartile	32200	33450	34700	35950	37200	38400	39650	40800	41950	44150	47150	49600	51550	53000	53950	54600	54950	55250	40750	2.2
Lower Decile	30400	31400	32450	33450	34450	35450	36400	37300	38250	39950	42200	44000	45450	46500	47250	47700	48000	48200	35850	2.2
Mean	34650	36200	37800	39400	41050	42650	44250	45800	47350	50300	54250	57550	60000	61750	62800	63350	63550	63400	51700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39850	40550	43200	45000	47150	48800	51600	54200	59100	64850	69100	71550	74150	75450	76150	78000	77500	80000	70000	
Upper Quartile	37500	38450	40900	41950	43300	45250	47550	49550	53700	58700	61450	62750	64550	67200	67250	69800	69600	72150	60350	
Median	35100	36150	37900	38950	39900	41300	43350	44000	47300	51800	52750	55650	56800	59200	59000	61450	60850	64300	49900	
Lower Quartile	32500	33200	34300	36050	37300	38300	39100	39900	41850	45750	47200	49700	49550	52100	52400	54800	54350	56450	40750	
Lower Decile	30550	30850	32150	33550	35050	35500	35550	36850	38050	41550	42100	43950	43150	45400	45800	48000	48800	49000	35850	
Mean	35250	35900	37650	39200	40550	41850	43450	44850	47900	52550	54500	57050	58050	60300	60800	63000	62800	65100	51700	
Supporting Data																				
Total Number	323	406	362	335	338	351	319	303	341	1053	636	506	502	385	336	376	387	797	8055	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	6	
Less Than $22000	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43150	45450	47850	50300	52800	55300	57900	63050	70600	77500	83400	88100	91500	93800	95150	96350	85400	2.2
Upper Quartile	0	0	40450	42550	44650	46800	48950	51150	53400	57750	64100	69800	74550	78300	80950	82700	83750	84550	73350	2.2
Median	0	0	37900	39600	41350	43150	44950	46750	48550	52050	57100	61600	65400	68400	70600	72150	73150	74200	61800	2.2
Lower Quartile	0	0	35050	36550	38050	39600	41100	42650	44150	47150	51300	55000	58100	60550	62400	63650	64450	65350	50050	2.2
Lower Decile	0	0	33200	34400	35650	36850	38100	39300	40500	42850	46200	49150	51700	53800	55450	56700	57600	58750	42050	2.2
Mean	0	0	38000	39800	41600	43450	45350	47200	49100	52800	58200	63050	67200	70550	73050	74850	76000	77300	63550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44400	47600	46800	49600	52000	53400	56750	63800	70450	76700	84200	88750	92300	97200	94650	94350	85400	
Upper Quartile	0	0	40950	43750	43850	47100	48350	50100	50800	59000	64250	69350	74300	78550	81700	83850	83250	83900	73350	
Median	0	0	38700	40700	40850	43100	43750	45800	47650	52800	56800	61850	65950	68350	70800	71950	73300	73900	61800	
Lower Quartile	0	0	35200	37600	38200	39450	40200	41900	43700	47300	51400	55000	58850	61000	61950	63700	64150	65250	50050	
Lower Decile	0	0	33050	35050	36200	36900	37850	38850	39800	42750	46400	48800	52600	53650	55400	57400	57150	58500	42050	
Mean	0	0	38550	41100	41200	43300	44550	46050	47750	53800	57850	62700	67400	71100	73150	76200	75700	76500	63550	
Supporting Data																				
Total Number	2	17	85	111	137	143	180	168	161	525	460	467	434	454	474	415	357	685	5273	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	0	7	3	13	5	14	42	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67150	75800	84250	92100	99000	104700	109150	112500	116850	98850	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61950	69150	75700	81300	85700	88300	91050	92300	93400	85750	2.2
Median	0	0	0	0	0	0	0	0	0	56500	62550	68050	72700	76400	79150	81050	82250	83400	74450	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51550	56800	61500	65450	68500	70800	72300	73250	74100	65250	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48000	52600	56700	60000	62550	64300	65450	66100	66550	57950	2.2
Mean	0	0	0	0	0	0	0	0	0	57550	64000	69950	75100	79250	82400	84650	86100	87600	77900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75200	75200	81900	88900	97150	104600	115600	115800	114800	98850	
Upper Quartile	0	0	0	0	0	0	0	0	0	66700	69150	74050	79600	85400	88300	93400	93350	93100	85750	
Median	0	0	0	0	0	0	0	0	0	61050	62700	67200	70350	75250	80400	81850	82650	83650	74450	
Lower Quartile	0	0	0	0	0	0	0	0	0	56800	56150	60250	63600	69000	71400	71900	73750	74500	65250	
Lower Decile	0	0	0	0	0	0	0	0	0	51450	53700	55050	58250	62650	64950	65250	65650	67300	57950	
Mean	0	0	0	0	0	0	0	0	0	63700	63600	68250	72350	79650	82350	86650	86700	87500	77900	
Supporting Data																				
Total Number	0	0	0	2	0	2	7	4	9	74	134	176	188	199	209	181	131	241	1559	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	0	7	3	12	5	13	41	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43700	45800	47950	50100	52250	54450	56650	60900	66950	72200	76550	79800	82050	83500	84300	84800	75850	2.2
Upper Quartile	0	0	41050	42850	44700	46600	48450	50350	52200	55800	60850	65300	68950	71700	73700	75000	75800	76450	66500	2.2
Median	0	0	38300	39850	41450	43000	44600	46200	47750	50750	55000	58700	61800	64250	66050	67300	68100	68950	56250	2.2
Lower Quartile	0	0	35400	36750	38100	39450	40800	42100	43450	46000	49550	52700	55300	57400	59000	60150	60900	61850	46500	2.2
Lower Decile	0	0	33400	34500	35550	36650	37700	38800	39850	41850	44700	47200	49400	51200	52650	53750	54550	55650	40250	2.2
Mean	0	0	38450	40050	41650	43250	44900	46500	48100	51200	55600	59450	62650	65150	67050	68350	69200	70100	57550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44400	47450	46800	49550	51500	52850	55300	62150	67400	71650	78100	80550	80800	82800	84150	84900	75850	
Upper Quartile	0	0	40950	43700	43800	47050	48150	49750	49950	57300	61250	65350	69800	70050	71850	74150	76750	77300	66500	
Median	0	0	38700	40750	40850	43100	43650	45600	47400	51700	54750	59250	62500	63550	64300	66800	68200	69700	56250	
Lower Quartile	0	0	35200	37700	38200	39550	40100	41800	43300	46500	49450	52500	56250	56500	58050	60350	60750	62300	46500	
Lower Decile	0	0	33050	35150	36200	37000	37750	38800	39650	42150	44850	46000	50000	50050	53200	53000	55050	56050	40250	
Mean	0	0	38550	41050	41150	43350	44200	45850	47300	52200	55500	59350	63600	64400	65850	68150	69300	70550	57550	
Supporting Data																				
Total Number	2	17	85	109	136	141	173	163	152	451	327	291	245	254	265	234	226	443	3714	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58150	60200	62250	66600	73350	80300	87050	93250	98600	102900	106050	109400	94500	3.0
Upper Quartile	0	0	0	0	0	0	54450	56500	58500	62550	68350	73700	78350	82250	85300	87650	89300	91450	82050	2.2
Median	0	0	0	0	0	0	51150	52950	54750	58200	63050	67300	70900	73700	75800	77300	78300	79400	71500	2.2
Lower Quartile	0	0	0	0	0	0	47550	49150	50700	53700	57850	61400	64300	66500	68050	69100	69750	70350	62100	2.2
Lower Decile	0	0	0	0	0	0	42000	43750	45450	48750	53200	56750	59300	60900	61700	61850	61700	60800	55250	2.2
Mean	0	0	0	0	0	0	50500	52450	54350	58200	63650	68500	72700	76000	78550	80350	81550	82950	74100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58550	60000	62350	66700	74050	79750	88300	91050	95150	110950	108600	105450	94500	
Upper Quartile	0	0	0	0	0	0	54350	58250	58500	62150	67450	74000	78400	83900	83650	89050	88600	91250	82050	
Median	0	0	0	0	0	0	51050	55150	54900	57900	62550	66650	69600	75050	75650	79850	77750	78150	71500	
Lower Quartile	0	0	0	0	0	0	45700	52050	51250	53600	57750	60900	63150	67400	68250	70450	68850	69900	62100	
Lower Decile	0	0	0	0	0	0	36500	50650	47350	50100	51400	56400	58400	60600	62500	62700	63300	59650	55250	
Mean	0	0	0	0	0	0	49600	55450	54800	57950	62700	68100	72300	76350	78050	83300	81750	81400	74100	
Supporting Data																				
Total Number	0	0	0	0	1	8	26	28	29	104	125	147	154	174	213	218	149	246	1623	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	9	3	5	23	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY, PHD

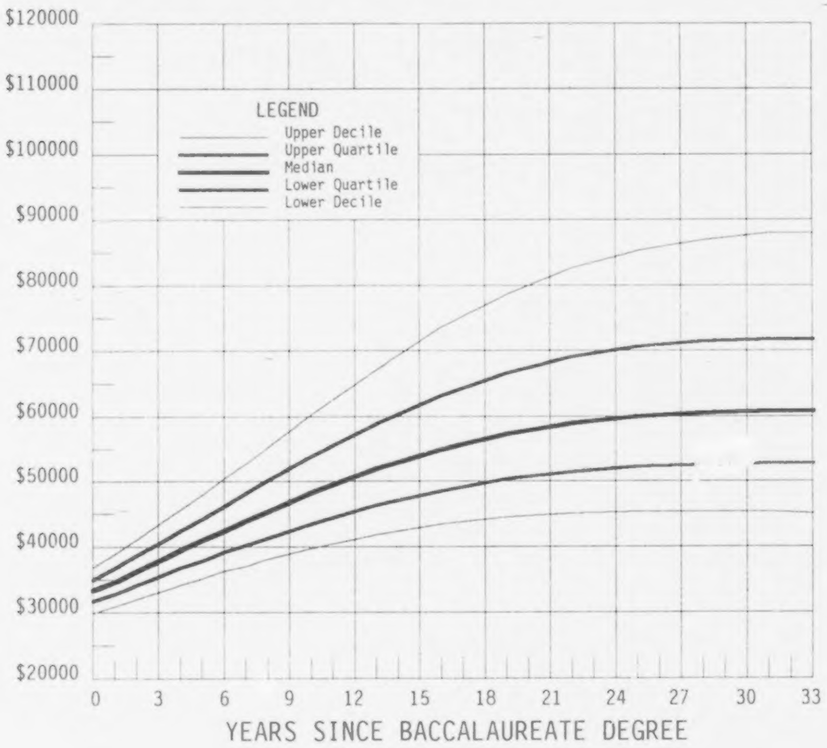
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	83000	92700	101200	108250	113750	117850	120650	123750	115800	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	0	74200	80500	86400	91750	96400	100250	103350	108050	95850	2.2
Median	0	0	0	0	0	0	0	0	0	0	69700	74650	79000	82750	85850	88300	90150	92750	84550	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	64200	68100	71750	75100	78150	80750	82900	86450	76000	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	59450	63300	66750	69750	72250	74300	75850	78200	68150	2.2
Mean	0	0	0	0	0	0	0	0	0	0	69750	76150	81800	86550	90400	93300	95450	98200	88500	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	84500	90300	105450	103200	113150	124250	118050	121100	115800	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	76550	79000	88900	89950	92600	105800	100600	107700	95850	
Median	0	0	0	0	0	0	0	0	0	0	68850	75650	80750	83750	83150	88000	89450	94450	84550	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	64600	70200	69450	76600	76150	81700	81850	87250	76000	
Lower Decile	0	0	0	0	0	0	0	0	0	0	60700	64350	64100	72150	69550	76700	73850	78550	68150	
Mean	0	0	0	0	0	0	0	0	0	0	69950	76600	82750	85950	87550	96250	93600	98500	88500	
Supporting Data																				
Total Number	0	0	0	0	0	1	0	0	4	9	19	39	45	58	79	93	47	76	468	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	9	2	4	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56850	59050	61200	65450	71350	76500	80700	83850	86100	87550	88350	89000	83500	2.2
Upper Quartile	0	0	0	0	0	0	53950	55900	57800	61500	66550	70850	74300	76800	78500	79550	80100	80450	75650	2.2
Median	0	0	0	0	0	0	51100	52700	54300	57350	61550	65050	67900	70050	71600	72600	73200	73750	66950	2.2
Lower Quartile	0	0	0	0	0	0	47200	48750	50250	53150	56950	60050	62400	64000	64950	65500	65650	65500	59550	2.2
Lower Decile	0	0	0	0	0	0	42200	43850	45450	48550	52550	55700	57800	59050	59550	59550	59200	58200	53550	2.2
Mean	0	0	0	0	0	0	50500	52300	54000	57350	61900	65750	68850	71100	72700	73650	74200	74550	68250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58550	60000	59800	65550	71350	76100	79400	85800	84600	88150	89650	88600	83500	
Upper Quartile	0	0	0	0	0	0	54350	58250	57600	61800	66150	69500	74000	78100	78000	79950	81150	79950	75650	
Median	0	0	0	0	0	0	51050	55150	54300	57600	61750	64050	67100	70700	71500	72500	73300	73950	66950	
Lower Quartile	0	0	0	0	0	0	45700	52050	51150	53400	57050	59150	61550	64150	65200	65450	66200	65450	59550	
Lower Decile	0	0	0	0	0	0	36500	50650	48050	50100	50900	55200	56800	58500	61250	58900	61000	57550	53550	
Mean	0	0	0	0	0	0	49600	55450	54400	57650	61450	65100	68050	71550	72450	73750	76250	73850	68250	
Supporting Data																				
Total Number	0	0	0	0	1	7	26	28	25	95	107	109	110	116	134	125	102	171	1155	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

CURVES AND TABLES FOR SELECTED INDUSTRIAL SECTORS

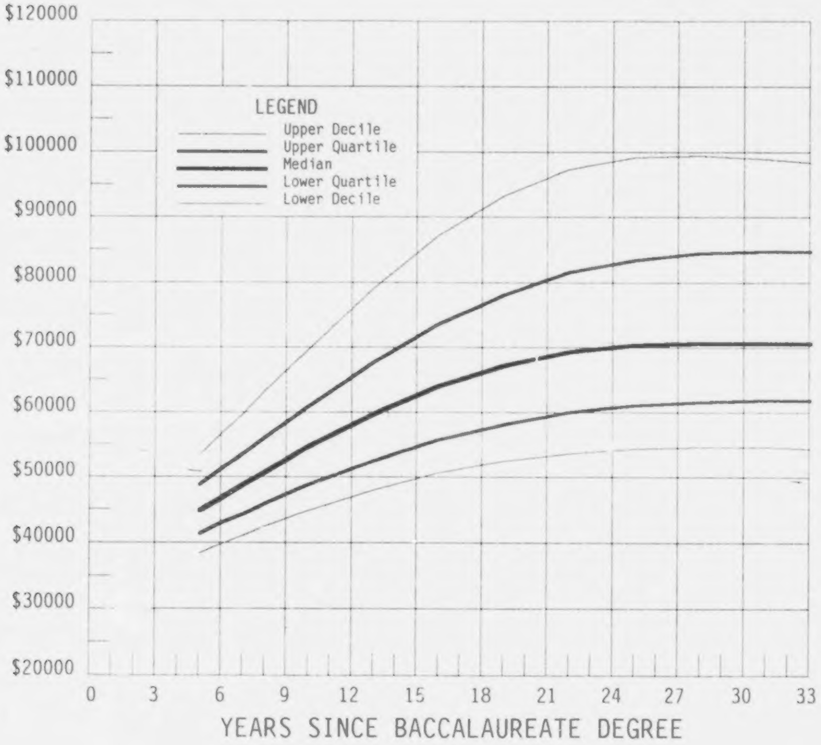
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36900	39000	41150	43400	45650	48000	50400	52850	55300	60150	67200	73500	78750	82700	85400	87050	87900	88300	71700	2.2
Upper Quartile	34950	36750	38600	40500	42400	44300	46250	48150	50100	53800	58950	63300	66700	69100	70600	71400	71700	71500	59600	2.2
Median	33300	34800	36350	37850	39400	40950	42450	43950	45400	48200	51950	55050	57400	59050	60050	60600	60800	60650	49250	2.2
Lower Quartile	31650	32900	34200	35450	36700	37900	39100	40300	41400	43550	46400	48650	50350	51500	52200	52550	52700	52600	41250	2.2
Lower Decile	29850	30950	32050	33150	34200	35200	36200	37200	38100	39800	41900	43450	44500	45100	45350	45400	45250	44800	35850	2.2
Mean	33350	34950	36550	38150	39800	41450	43100	44700	46300	49400	53650	57200	60000	62000	63300	64050	64400	64400	52300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	39650	41450	43000	45100	47100	49650	52600	55350	61600	67650	72600	77100	83050	86650	88450	87400	87650	71700	
Upper Quartile	35600	37000	38400	40200	41900	43900	46250	48400	50500	54700	59150	63200	64200	68850	71700	72250	71550	71750	59600	
Median	33550	34700	36100	37450	39050	40800	42850	44450	46150	49000	51650	54300	55550	59000	60600	61400	61450	60650	49250	
Lower Quartile	32050	32800	33900	35000	36500	37900	39300	40700	42100	44450	46000	47350	48850	51950	52550	53550	54350	51800	41250	
Lower Decile	30400	31150	31700	32900	34000	35150	36250	37250	38550	40550	41550	42150	43750	45300	45800	46700	47750	43250	35850	
Mean	34100	35150	36450	37850	39400	41150	43000	44800	46850	50300	53500	56400	58450	62200	64000	64950	65050	63950	52300	
Supporting Data																				
Total Number	1715	2242	2686	2296	2698	3606	3656	3280	2920	8422	6260	5713	5411	5241	4110	3654	3454	5068	72433	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	31	33	32	32	72	211	
Less Than $22000	5	1	0	2	3	0	0	0	0	0	0	1	0	0	0	0	0	0	11	

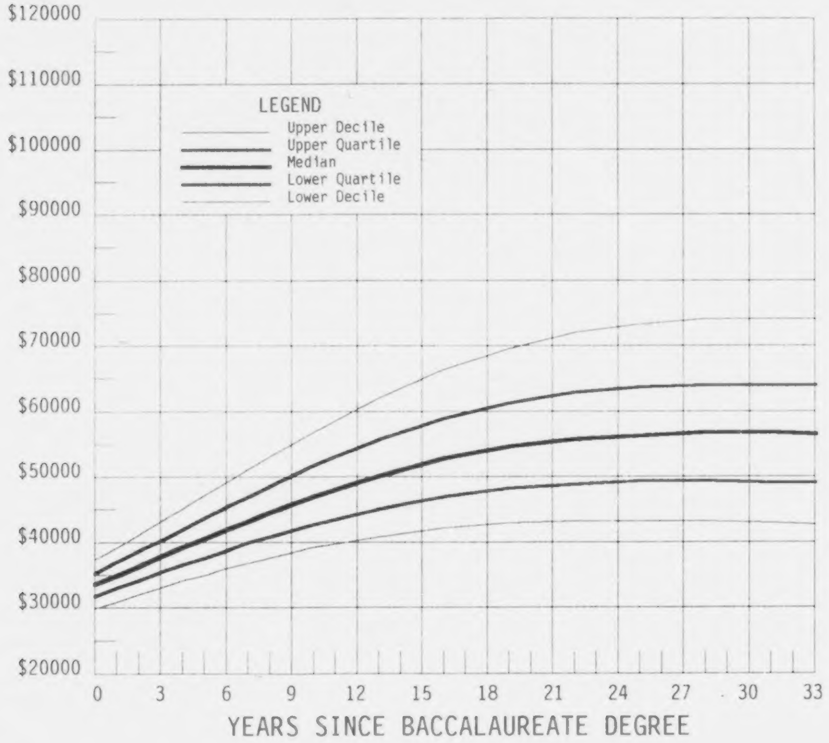
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53400	56600	59850	63100	69700	79150	87300	93400	97350	99200	99550	99000	96550	94100	2.2
Upper Quartile	0	0	0	0	0	48700	51100	53550	56000	60850	67700	73600	78250	81550	83550	84550	84850	84350	75400	2.2
Median	0	0	0	0	0	44800	46800	48800	50750	54550	59700	64000	67150	69250	70350	70800	70750	70050	64100	2.2
Lower Quartile	0	0	0	0	0	41350	42900	44400	45900	48750	52600	55800	58250	59950	61050	61600	61850	61750	54350	2.2
Lower Decile	0	0	0	0	0	38450	39800	41150	42400	44850	48050	50600	52450	53650	54350	54600	54600	54250	47750	2.2
Mean	0	0	0	0	0	45650	47800	49900	52000	56100	61800	66600	70350	72900	74450	75200	75400	74900	67350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55600	56550	62550	63850	71300	78700	85450	93400	96300	98100	98800	98500	99100	94100	
Upper Quartile	0	0	0	0	0	49650	51050	54800	57400	62900	68550	71950	75850	79850	83100	85950	85400	85950	75400	
Median	0	0	0	0	0	45200	47450	50350	51000	56000	60300	63700	64400	67900	71100	71200	71100	71150	64100	
Lower Quartile	0	0	0	0	0	41250	44100	45250	46450	50200	53350	54850	55100	60050	61700	61850	63350	61900	54350	
Lower Decile	0	0	0	0	0	38550	40000	42350	41550	46350	48350	50400	49600	53850	54650	54800	56550	53900	47750	
Mean	0	0	0	0	0	46550	48050	51250	52900	57950	62250	65450	67750	72100	74650	75650	75850	76200	67350	
Supporting Data																				
Total Number	36	74	112	79	127	177	293	339	363	1523	1591	1750	1735	1919	1489	1297	1215	1673	15793	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	31	33	30	27	67	198	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37350	39250	41150	43150	45100	47100	49100	51100	53050	56850	62050	66400	69700	72000	73400	74050	74250	73900	63000	2.2
Upper Quartile	35300	36950	38650	40350	42000	43700	45350	47000	48600	51650	55700	58950	61300	62850	63700	64050	64050	63550	54650	2.2
Median	33500	34950	36350	37750	39200	40600	41950	43300	44550	47000	50200	52700	54550	55750	56400	56700	56700	56400	46200	2.2
Lower Quartile	31750	32950	34150	35350	36550	37700	38800	39900	40900	42800	45200	47000	48200	48900	49250	49300	49150	48700	39500	2.2
Lower Decile	29900	31000	32050	33050	34050	35000	35950	36800	37650	39100	40900	42150	42900	43200	43250	43100	42850	42200	34950	2.2
Mean	33650	35100	36550	38000	39450	40900	42300	43700	45050	47600	50950	53650	55600	56950	57700	58050	58150	57850	48150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37650	39400	40900	42750	44400	46700	49100	51550	54100	58500	62050	65450	66750	70800	73250	75050	74150	75600	63000	
Upper Quartile	35550	36850	38150	40050	41600	43650	45850	47500	49600	52650	55400	58100	59200	61800	63550	65300	63700	64850	54650	
Median	33550	34600	36000	37350	38950	40650	42550	43950	45650	47850	49500	51300	53050	55350	56500	57600	57700	56750	46200	
Lower Quartile	32000	32750	33850	34950	36400	37750	39050	40250	41800	43700	44750	45300	47100	48800	49400	49950	51700	48050	39500	
Lower Decile	30400	31100	31550	32900	33900	35050	36050	36900	38300	39750	40400	40700	42000	43300	44250	44950	45650	40350	34950	
Mean	33900	35050	36250	37650	39050	40900	42550	44100	46000	48600	50500	52400	54050	56450	57950	59100	59200	57950	48150	
Supporting Data																				
Total Number	1680	2168	2573	2217	2571	3429	3363	2941	2557	6899	4669	3962	3677	3322	2621	2357	2239	3394	56640	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	5	5	13	
Less Than $22000	5	1	0	2	3	0	0	0	0	0	0	1	0	0	0	0	0	0	11	

1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36650	38700	40850	43050	45350	47650	50000	52400	54750	59450	66100	71850	76450	79750	81800	82900	83300	82950	68100	2.2
Upper Quartile	34850	36600	38400	40250	42100	44000	45850	47700	49550	53100	57950	61950	64950	67000	68200	68750	68900	68450	56900	2.2
Median	33200	34700	36150	37650	39150	40650	42100	43550	44950	47600	51100	53900	56000	57350	58150	58500	58550	58200	47000	2.2
Lower Quartile	31600	32800	34050	35250	36450	37650	38800	39900	41000	43000	45600	47650	49100	50100	50600	50850	50900	50650	39600	2.2
Lower Decile	29750	30850	31900	32950	34000	34950	35950	36850	37700	39250	41200	42550	43400	43850	43950	43900	43650	43100	34900	2.2
Mean	33250	34800	36350	37950	39550	41100	42700	44250	45800	48700	52650	55950	58450	60200	61250	61800	62000	61850	50100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	39100	40850	42800	44750	46800	49350	52300	54750	61550	66200	71100	75150	78900	81800	82400	83150	84000	68100	
Upper Quartile	35500	36750	38000	40000	41650	43700	46050	47700	50000	54450	57950	61750	62150	66500	68650	68600	69750	69100	56900	
Median	33500	34550	35900	37250	38800	40550	42650	44050	45700	48550	50450	52850	53950	57750	58850	58800	59750	58100	47000	
Lower Quartile	32000	32750	33750	34800	36250	37650	39150	40350	41600	43900	45200	45900	47650	50950	50950	51450	53350	49650	39600	
Lower Decile	30350	31100	31550	32750	33600	34950	36150	36950	38150	39800	40850	41100	42400	44500	44950	45400	47000	41000	34900	
Mean	33900	34950	36150	37650	39000	40850	42750	44400	46200	49900	52350	54900	56700	60650	61950	62100	63300	61450	50100	
Supporting Data																				
Total Number	1681	2168	2501	2047	2293	3165	3088	2609	2277	6293	4458	3879	3644	3491	2600	2300	2433	3706	54633	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	24	25	16	17	57	149	
Less Than $22000	5	1	0	2	3	0	0	0	0	0	0	1	0	0	0	0	0	0	11	

1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52400	55500	58650	61850	68300	77550	85500	91600	95550	97550	98050	97600	95400	88700	2.2
Upper Quartile	0	0	0	0	0	47800	50200	52600	55000	59700	66250	71700	75800	78500	79900	80350	80200	79000	72550	2.2
Median	0	0	0	0	0	44100	46000	47950	49850	53500	58450	62450	65400	67300	68300	68600	68500	67650	61750	2.2
Lower Quartile	0	0	0	0	0	40650	42200	43700	45200	48000	51750	54750	57000	58450	59250	59600	59650	59200	52650	2.2
Lower Decile	0	0	0	0	0	37850	39200	40500	41750	44150	47300	49750	51550	52700	53300	53550	53550	53150	46300	2.2
Mean	0	0	0	0	0	44800	46850	48950	51050	55050	60600	65250	68750	71050	72400	72900	72900	72200	65000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	54350	55750	60950	62550	71400	77250	82000	89150	95250	97250	97550	97650	97950	88700	
Upper Quartile	0	0	0	0	0	49000	50300	54200	55050	62500	66500	70350	74450	76250	78100	79350	79900	82650	72550	
Median	0	0	0	0	0	45050	47150	50000	50500	55450	58700	61900	62350	65400	68550	68150	69900	69250	61750	
Lower Quartile	0	0	0	0	0	40800	43650	45100	45700	50000	52000	53350	53550	58350	60600	58800	62150	59300	52650	
Lower Decile	0	0	0	0	0	38350	39750	42200	40550	45700	47500	49500	48200	53100	53500	53100	56150	52900	46300	
Mean	0	0	0	0	0	45700	47550	50550	51550	57450	60600	63850	65900	70150	72600	72200	73850	73900	65000	
Supporting Data																				
Total Number	30	71	111	71	97	152	252	279	276	1166	1135	1229	1157	1289	946	812	867	1217	11156	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	24	24	15	13	54	141	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37100	39000	40900	42900	44850	46850	48800	50750	52650	56300	61150	65000	67700	69400	70200	70350	70150	69150	60150	2.2
Upper Quartile	35200	36850	38500	40150	41800	43450	45050	46600	48150	51000	54750	57650	59650	60900	61450	61550	61350	60600	52300	2.2
Median	33450	34850	36200	37600	38950	40250	41550	42850	44050	46350	49250	51550	53150	54150	54650	54800	54750	54300	44500	2.2
Lower Quartile	31700	32900	34050	35200	36350	37450	38500	39500	40450	42200	44400	46000	47000	47550	47750	47750	47550	47000	38150	2.2
Lower Decile	30000	31000	32000	32950	33850	34750	35600	36400	37150	38450	40050	41150	41750	42050	42050	41900	41650	41050	34250	2.2
Mean	33550	34950	36400	37800	39200	40600	41950	43300	44550	46950	50050	52450	54150	55200	55750	55900	55800	55350	46250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37450	38800	40600	42550	44300	46450	48750	51050	53650	58450	61250	63700	63850	68550	69550	70550	70400	71150	60150	
Upper Quartile	35450	36650	37850	39900	41400	43500	45600	46800	49250	52450	54200	55950	57650	59900	61300	62050	62000	61750	52300	
Median	33500	34500	35800	37150	38700	40400	42350	43550	45200	47300	48450	49400	51400	54150	54400	55900	56250	54600	44500	
Lower Quartile	31950	32700	33700	34750	36150	37500	38900	39850	41300	43050	44050	43950	45900	47450	47950	48350	50750	46150	38150	
Lower Decile	30350	31050	31400	32750	33500	34850	36000	36650	37850	39100	39450	39350	40700	42200	43200	43800	45200	39100	34250	
Mean	33800	34800	35950	37500	38800	40600	42300	43650	45500	48150	49550	50750	52400	55050	55850	56600	57500	55350	46250	
Supporting Data																				
Total Number	1651	2097	2390	1976	2196	3013	2837	2329	2002	5127	3323	2650	2488	2203	1653	1488	1566	2489	43477	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	3	8	
Less Than $22000	5	1	0	2	3	0	0	0	0	0	0	1	0	0	0	0	0	0	11	

1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43150	45300	47450	49700	51950	54300	56650	61400	68400	75050	80900	85700	89400	91950	93550	94850	77700	3.6
Upper Quartile	0	0	40050	41850	43700	45550	47400	49250	51100	54750	59900	64500	68350	71350	73600	75100	76100	77050	64950	2.2
Median	0	0	38100	39550	41000	42450	43900	45300	46700	49400	53150	56350	59000	61100	62600	63650	64300	65050	54600	2.2
Lower Quartile	0	0	36250	37450	38600	39700	40850	41950	43000	45050	47850	50300	52250	53800	55000	55850	56400	57100	46500	2.2
Lower Decile	0	0	34000	35050	36050	37050	38050	39000	39900	41550	43700	45350	46600	47450	47950	48200	48300	48200	41200	2.2
Mean	0	0	38450	40000	41600	43150	44750	46300	47850	50900	55100	58750	61800	64200	65950	67150	67950	68750	57650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48550	43900	46500	48850	50900	53000	57000	61550	70550	74850	80150	86400	89250	92400	95200	91500	77700	
Upper Quartile	0	0	42050	41450	42900	44900	46950	49450	51450	54600	61250	64950	67050	70950	73200	75700	74650	78350	64950	
Median	0	0	38850	39000	40150	42150	43550	45650	47400	49500	54000	56400	58250	60300	61700	64750	63500	66150	54600	
Lower Quartile	0	0	36550	36800	38250	39400	40150	41800	44050	45700	48150	50100	51650	53300	54450	55750	56900	57900	46500	
Lower Decile	0	0	33650	34850	36350	36950	36650	38600	41050	42250	43850	45300	46550	46500	46650	48900	49350	48550	41200	
Mean	0	0	40050	39350	41450	42850	43900	46100	48250	51050	55950	58800	61200	63750	65250	67800	68000	69150	57650	
Supporting Data																				
Total Number	34	72	178	246	398	418	533	623	576	1921	1605	1604	1519	1463	1178	1082	828	1094	15373	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	4	10	11	10	41	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISCRY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	59450	62750	66100	72800	82100	89900	95550	98900	100200	100100	99150	96200	96500	2.2
Upper Quartile	0	0	0	0	0	0	54500	56750	59000	63450	69750	75350	80000	83650	86300	88100	89200	90150	79850	2.2
Median	0	0	0	0	0	0	49750	51600	53450	57000	61900	66050	69350	71750	73350	74300	74800	74950	68250	2.2
Lower Quartile	0	0	0	0	0	0	45350	46900	48400	51300	55300	58700	61450	63550	65000	65900	66450	66950	59100	2.2
Lower Decile	0	0	0	0	0	0	43000	44150	45250	47350	50300	52800	54900	56600	57900	58850	59500	60350	52100	2.2
Mean	0	0	0	0	0	0	51050	53050	55000	58800	64100	68650	72350	75100	77000	78200	78900	79300	71300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59650	69000	63800	70900	85950	89200	96350	96950	98150	98550	99500	98950	96500	
Upper Quartile	0	0	0	0	0	0	54900	58700	60400	63900	71100	74500	77100	84200	84950	89700	93400	88800	79850	
Median	0	0	0	0	0	0	49150	52000	52300	57700	64250	66350	66600	71300	72450	75000	74250	76800	68250	
Lower Quartile	0	0	0	0	0	0	45900	46550	48250	51500	56900	59000	59600	63550	63550	67050	66000	68100	59100	
Lower Decile	0	0	0	0	0	0	43050	43150	44850	47950	52150	53050	53450	56200	55550	60450	58500	62300	52100	
Mean	0	0	0	0	0	0	51000	54350	54050	59550	65900	68500	70450	74450	75350	79250	80050	80300	71300	
Supporting Data																				
Total Number	5	3	2	8	27	25	41	59	78	339	433	478	524	539	425	392	303	391	4073	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	4	10	11	10	39	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43000	44750	46550	48300	50100	51900	53650	57150	62000	66300	69950	72850	75000	76550	77600	78750	67050	2.2
Upper Quartile	0	0	40200	41750	43300	44900	46400	47950	49450	52300	56200	59500	62100	64050	65400	66250	66750	67100	58750	2.2
Median	0	0	38000	39350	40650	41950	43250	44500	45750	48100	51250	53900	55950	57500	58600	59300	59750	60100	50800	2.2
Lower Quartile	0	0	36050	37150	38250	39300	40350	41350	42350	44150	46600	48600	50200	51350	52150	52700	53000	53250	44600	2.2
Lower Decile	0	0	33700	34750	35750	36750	37650	38550	39400	40950	42850	44250	45200	45700	45950	45950	45800	45400	39850	2.2
Mean	0	0	38300	39650	41000	42350	43700	45000	46300	48750	52050	54850	57100	58750	59950	60750	61200	61600	52750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48400	43600	44900	47850	49700	52000	54550	57450	62800	66800	69100	70600	74700	77500	75600	81300	67050	
Upper Quartile	0	0	41950	41100	42350	44500	46450	48800	50250	52500	57050	59350	60850	62600	64750	67400	65550	69200	58750	
Median	0	0	38800	38850	39900	41950	43200	45250	46800	48600	51400	53450	55150	56300	57950	59450	60300	61600	50800	
Lower Quartile	0	0	36550	36750	38100	39200	39800	41500	43600	45050	46550	48200	49100	50550	51350	52600	54350	54350	44600	
Lower Decile	0	0	33600	34750	36300	36850	36400	38400	40650	41700	42550	44100	44900	44750	45050	46900	46650	45650	39850	
Mean	0	0	39950	39100	40500	42250	43300	45250	47350	49250	52250	54650	56400	57500	59550	61250	61050	62950	52750	
Supporting Data																				
Total Number	29	68	177	238	371	393	492	565	498	1582	1172	1126	995	924	753	690	525	703	11300	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	59850	60950	62200	65250	70800	77100	83550	89650	94900	98900	101650	104150	90300	3.6
Upper Quartile	0	0	0	0	0	0	54250	55350	56600	59450	64300	69500	74500	78950	82500	85100	86750	88100	77650	3.6
Median	0	0	0	0	0	0	50300	51200	52200	54400	58050	61850	65400	68500	70900	72600	73650	74550	65350	3.6
Lower Quartile	0	0	0	0	0	0	47300	48050	48900	50600	53400	56150	58700	60900	62650	63950	64750	65500	56550	3.6
Lower Decile	0	0	0	0	0	0	43850	44650	45450	47050	49450	51700	53600	55150	56350	57150	57650	58050	50700	3.6
Mean	0	0	0	0	0	0	51500	52400	53400	55700	59700	63950	68000	71550	74350	76350	77650	78700	68850	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59350	56650	73700	62650	70050	78700	83650	89600	96250	101300	93000	106600	90300	
Upper Quartile	0	0	0	0	0	0	55200	54500	59050	58700	62750	69700	73800	83300	84400	84950	82650	86100	77650	
Median	0	0	0	0	0	0	51500	51350	52000	54200	57150	62400	64450	70550	71950	73650	72450	72150	65350	
Lower Quartile	0	0	0	0	0	0	48750	48300	47850	50550	52800	57150	57700	61850	63050	64850	62700	65250	56550	
Lower Decile	0	0	0	0	0	0	47050	43000	44250	47350	49000	51850	53200	55450	57300	59650	55450	56350	50700	
Mean	0	0	0	0	0	0	52200	50800	55950	55000	59300	64500	66750	73150	75400	77850	74400	77800	68850	
Supporting Data																				
Total Number	0	3	7	3	6	24	35	48	66	208	197	230	248	287	333	272	193	268	2427	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	5	5	4	4	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

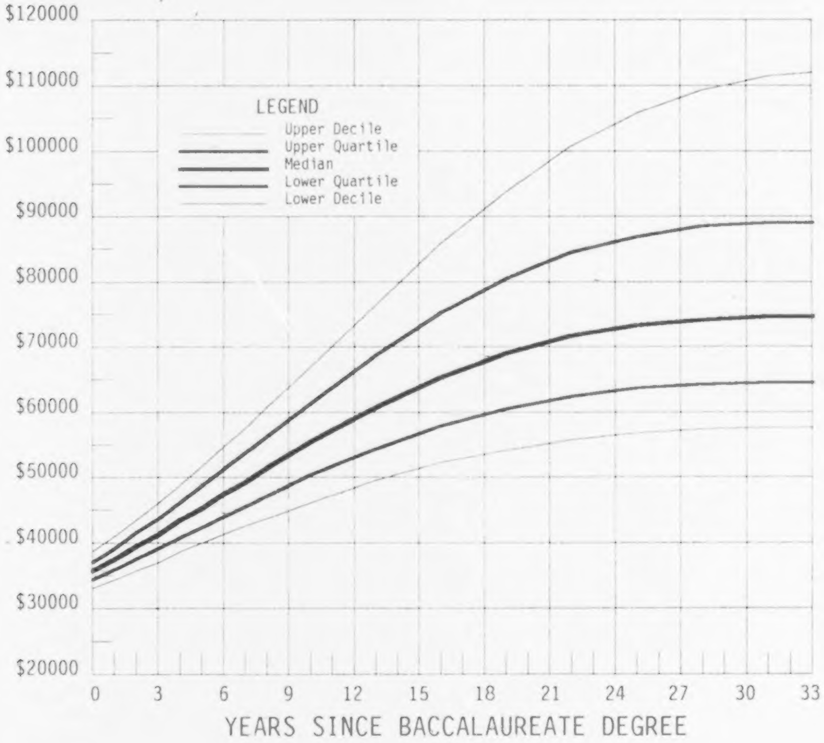
1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	90400	93400	96850	100500	104400	108250	112000	115450	121650	111650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	69600	75500	81150	86450	91350	95650	99300	102300	107050	95200	2.2
Median	0	0	0	0	0	0	0	0	0	57650	67350	74900	80200	83550	85600	86750	87350	87850	82300	3.6
Lower Quartile	0	0	0	0	0	0	0	0	0	47350	58900	67550	72600	75000	75800	76000	75950	75800	72650	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	45650	55100	61850	65700	67500	68150	68300	68300	68200	64000	3.6
Mean	0	0	0	0	0	0	0	0	0	61450	69650	76550	81900	85800	88400	90100	91150	92150	85600	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	85950	103900	95850	98350	104400	105600	119400	109850	121300	111650	
Upper Quartile	0	0	0	0	0	0	0	0	0	64750	86250	80600	85950	89550	95950	101550	95850	109700	95200	
Median	0	0	0	0	0	0	0	0	0	57950	66050	76250	78900	83550	86900	86600	83250	89300	82300	
Lower Quartile	0	0	0	0	0	0	0	0	0	46500	61300	68450	70100	74350	77650	75350	73550	77100	72650	
Lower Decile	0	0	0	0	0	0	0	0	0	44900	56950	62500	63850	67600	69500	66250	67150	70350	64000	
Mean	0	0	0	0	0	0	0	0	0	59600	74000	76800	80200	85800	88400	90750	87000	94650	85600	
Supporting Data																				
Total Number	0	0	0	0	2	0	0	0	9	19	23	43	55	91	118	93	45	65	564	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	5	5	3	3	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	58350	58800	59450	60350	62650	66950	71800	76600	80900	84400	86950	88600	89950	81000	3.6
Upper Quartile	0	0	0	0	0	53850	54400	55050	55900	57950	61650	65550	69400	72700	75400	77300	78500	79500	70550	3.6
Median	0	0	0	0	0	50100	50550	51150	51850	53550	56500	59600	62550	65100	67100	68500	69400	70150	61700	3.6
Lower Quartile	0	0	0	0	0	47400	47850	48350	48950	50300	52650	55000	57200	59050	60450	61450	62050	62600	54650	3.6
Lower Decile	0	0	0	0	0	44500	44900	45350	45850	47000	48850	50650	52300	53650	54700	55400	55850	56200	49750	3.6
Mean	0	0	0	0	0	51200	51550	52050	52750	54400	57400	60700	63850	66650	68850	70400	71400	72200	63800	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	60000	59350	56450	64450	61850	66350	72250	75800	85700	82350	85900	85600	92050	81000	
Upper Quartile	0	0	0	0	0	54600	55200	54500	55000	58250	61550	66200	67700	74650	73850	78150	79350	79050	70550	
Median	0	0	0	0	0	50250	51500	51300	50400	54050	56000	60000	61800	65200	67700	69150	69300	69500	61700	
Lower Quartile	0	0	0	0	0	48150	48750	48250	47400	50600	52200	56350	56200	58900	60000	62600	61400	62800	54650	
Lower Decile	0	0	0	0	0	47000	47050	43000	43550	47800	48450	51100	52100	52850	55700	58150	53900	55150	49750	
Mean	0	0	0	0	0	53700	52200	50750	51600	54500	57350	61650	62950	67250	68300	71100	70550	72400	63800	
Supporting Data																				
Total Number	0	3	7	3	4	24	35	47	57	189	174	186	194	196	215	179	148	203	1864	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

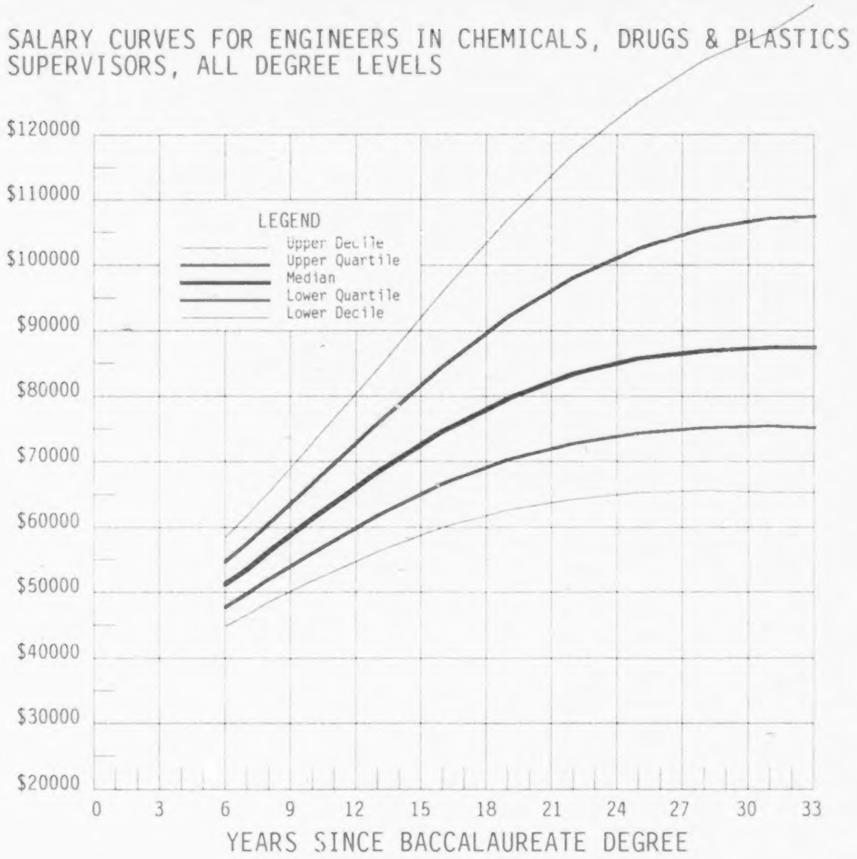
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38750	41100	43600	46200	48900	51700	54650	57650	60700	67000	76600	85750	93950	100700	105850	109350	111600	113600	87050	2.2
Upper Quartile	37150	39300	41550	43850	46250	48700	51200	53750	56300	61400	68700	75200	80550	84450	87050	88500	89150	89100	71750	2.2
Median	35700	37550	39500	41450	43400	45400	47450	49450	51450	55400	60800	65450	69100	71700	73350	74250	74600	74450	59100	2.2
Lower Quartile	34400	35950	37550	39200	40850	42450	44100	45700	47250	50300	54450	57900	60550	62450	63650	64350	64650	64650	47350	2.2
Lower Decile	33150	34500	35850	37200	38600	39900	41250	42550	43850	46250	49500	52200	54250	55750	56750	57300	57600	57700	39500	2.2
Mean	35800	37700	39650	41600	43650	45700	47800	49950	52050	56250	62250	67550	72000	75400	77850	79400	80300	80950	62150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40150	40700	43550	45850	48600	50300	54500	56650	61500	68100	77350	85600	92450	98600	102100	112600	113750	114600	87050	
Upper Quartile	38150	39350	42000	43350	45300	47200	50700	53150	56850	62100	69500	74750	80100	84850	84750	89450	89450	89450	71750	
Median	36800	37500	39900	41200	42300	43800	46700	49200	52600	55950	61450	64700	69000	71900	72500	74900	74000	74800	59100	
Lower Quartile	35250	36250	38200	38950	39550	41150	42850	44900	47750	51000	54500	57550	60600	63450	63200	64400	64450	64250	47350	
Lower Decile	34050	34800	36500	37000	37400	38650	40050	41300	44350	47000	49300	52150	54050	56550	56750	57550	57850	56900	39500	
Mean	36850	37750	40050	41400	42550	44350	47050	49200	52650	50950	62500	67150	71700	76200	76650	80300	80350	80600	62150	
Supporting Data																				
Total Number	625	821	783	708	582	648	730	658	797	3370	1974	1956	1613	1544	1470	1295	917	1418	21909	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	9	37	39	70	48	94	.299	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

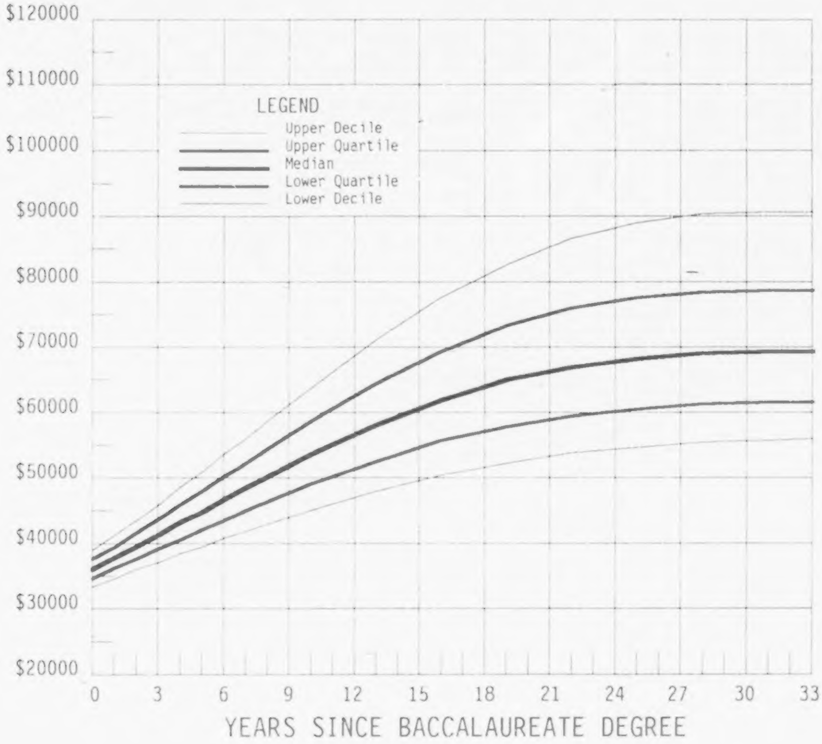
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58350	61800	65300	72700	84350	96100	107250	117100	125200	131350	135700	140800	110000	2.2
Upper Quartile	0	0	0	0	0	0	54550	57500	60500	66650	75900	84550	92150	98200	102600	105500	107150	108400	88750	2.2
Median	0	0	0	0	0	0	51150	53650	56200	61250	68450	74750	79850	83500	85800	87050	87500	87150	74900	2.2
Lower Quartile	0	0	0	0	0	0	47800	49900	52000	56100	61800	66600	70350	72900	74450	75150	75350	74850	62900	2.2
Lower Decile	0	0	0	0	0	0	44900	46700	48450	51850	56400	60050	62700	64400	65250	65550	65450	64700	54100	2.2
Mean	0	0	0	0	0	0	51350	53950	56600	61900	69650	76750	82750	87400	90700	92800	93900	94600	78900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58700	61250	65750	74600	86500	93100	103750	117000	119550	137350	135250	145950	110000	
Upper Quartile	0	0	0	0	0	0	55050	57400	60800	67750	77600	84350	89500	95350	98100	109150	109750	111500	88750	
Median	0	0	0	0	0	0	51500	53000	56650	61500	69750	74150	79250	82700	83100	88900	89250	87750	74900	
Lower Quartile	0	0	0	0	0	0	47950	50450	52800	56350	62650	65250	70500	72550	73550	76200	74700	75700	62900	
Lower Decile	0	0	0	0	0	0	45000	47550	48300	52100	56500	58600	62950	65300	65000	66650	65350	64000	54100	
Mean	0	0	0	0	0	0	51700	53650	56900	62600	70550	75550	81800	87200	88250	95000	94550	95600	78900	
Supporting Data																				
Total Number	13	18	31	30	22	41	86	92	136	797	605	724	617	629	574	497	334	471	5717	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	9	36	37	66	42	81	273	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY

Years Since B.S.	-0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41300	43600	46000	48450	51000	53550	56100	58700	63850	71150	77600	82750	86550	88950	90300	90800	90600	75500	2.2
Upper Quartile	37600	39600	41650	43700	45850	48000	50150	52300	54450	58650	64450	69400	73250	76000	77650	78500	78800	78500	64900	2.2
Median	36050	37750	39500	41300	43100	44900	46700	48450	50200	53600	58200	62000	64950	67050	68350	69000	69250	69100	54600	2.2
Lower Quartile	34700	36150	37650	39100	40600	42100	43550	45000	46400	49050	52650	55650	57950	59600	60650	61300	61600	61650	43800	2.2
Lower Decile	33450	34700	35900	37150	38350	39550	40750	41900	43000	45150	48050	50450	52350	53800	54800	55450	55850	56200	38400	2.2
Mean	36200	37900	39700	41500	43300	45150	47000	48800	50600	54150	58950	63100	66400	68800	70400	71350	71850	72000	56250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	40700	43500	45550	48450	49900	53550	55550	60150	65400	71200	75600	81600	86000	86400	89500	90600	94050	75500	
Upper Quartile	38150	39350	41900	43200	45100	46850	49800	52500	55650	59950	64900	68050	71600	75350	75650	78400	78850	80950	64900	
Median	36800	37500	39850	41050	42200	43600	46100	48400	51650	54550	58350	61200	63400	67100	67800	69250	69350	69850	54600	
Lower Quartile	35250	36250	38150	38900	39500	41100	42450	44350	47100	49950	52700	55000	57500	60450	60250	61100	61850	61600	43800	
Lower Decile	34050	34800	36500	36900	37350	38550	39750	41000	44050	45850	47650	50600	51850	54100	54600	56250	56200	55450	38400	
Mean	36800	37750	40000	41150	42450	44100	46400	48450	51750	55250	59000	62200	65450	68700	69200	71200	72250	73100	56250	
Supporting Data																				
Total Number	612	803	752	678	560	607	644	566	661	2573	1369	1232	996	915	896	798	583	947	16192	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	6	13	26	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38600	41000	43600	46250	49050	52000	55000	58100	61250	67750	77450	86600	94500	100700	105050	107750	109200	109850	84000	2.2
Upper Quartile	37050	39300	41550	43950	46400	48900	51450	54050	56650	61800	69100	75400	80400	83850	85850	86800	86950	86150	69650	2.2
Median	35600	37550	39500	41500	43550	45600	47650	49700	51750	55700	61100	65550	68850	71050	72250	72700	72700	71900	57250	2.2
Lower Quartile	34350	36000	37600	39250	40900	42550	44200	45800	47400	50400	54400	57700	60100	61750	62700	63100	63200	62800	45050	2.2
Lower Decile	33100	34450	35850	37250	38600	39950	41300	42600	43900	46300	49500	52050	54000	55300	56150	56550	56700	56550	38550	2.2
Mean	35700	37650	39650	41650	43750	45850	48000	50150	52300	56500	62500	67700	71850	74900	76900	78050	78550	78550	60100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	40700	43550	46000	49100	49650	54300	57350	62100	68800	78800	86950	92600	99250	99550	109200	108250	113800	84000	
Upper Quartile	38150	39300	42000	43450	45750	46800	50350	52950	57550	62550	70800	75050	79850	83500	82850	87200	85350	88250	69650	
Median	36800	37450	39900	41300	42450	43600	46650	48950	53050	56350	62300	64650	68850	71400	70500	72500	71200	73400	57250	
Lower Quartile	35250	36250	38150	39000	39500	40950	42850	44850	48050	51100	54800	57250	60100	63050	61950	62350	62900	62900	45050	
Lower Decile	34050	34800	36500	36950	36800	38500	40000	41200	44600	47050	49800	51650	53550	56400	56050	56600	56500	56050	38550	
Mean	36850	37700	40050	41400	42650	44050	46900	49150	53050	57250	63350	67250	71600	75800	74950	78000	77550	79450	60100	
Supporting Data																				
Total Number	624	807	732	622	447	516	582	467	625	2781	1408	1350	1024	1053	923	818	615	967	16361	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	9	26	23	37	26	64	187	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58600	62150	65750	73350	85200	96850	107550	116600	123550	128350	131400	134150	106100	2.2
Upper Quartile	0	0	0	0	0	0	54700	57750	60800	67100	76350	84900	92100	97600	101250	103400	104350	104400	86700	2.2
Median	0	0	0	0	0	0	51200	53750	56300	61300	68450	74600	79350	82650	84600	85500	85600	84800	73050	2.2
Lower Quartile	0	0	0	0	0	0	47800	49950	52000	56100	61650	66250	69700	72000	73250	73700	73650	72850	61300	2.2
Lower Decile	0	0	0	0	0	0	45000	46800	48550	51900	56250	59700	62050	63450	64000	64050	63700	62650	53100	2.2
Mean	0	0	0	0	0	0	51500	54100	56750	62100	69800	76750	82450	86700	89500	91100	91850	91800	76850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58200	61450	66400	74850	86950	93950	105950	116750	118250	129300	126250	143200	106100	
Upper Quartile	0	0	0	0	0	0	54650	57700	61450	67900	78350	84650	89300	95000	96250	106350	104950	108800	86700	
Median	0	0	0	0	0	0	51200	53100	56850	61500	70450	73800	78650	81550	81700	86650	85750	86900	73050	
Lower Quartile	0	0	0	0	0	0	47750	50400	53000	56500	62850	64550	69800	71450	71800	74550	72450	74700	61300	
Lower Decile	0	0	0	0	0	0	44850	47550	48700	52350	56600	58000	61550	64550	63750	64850	63750	62400	53100	
Mean	0	0	0	0	0	0	51200	53850	57250	62750	70950	75350	81650	86400	86750	92500	91300	94100	76850	
Supporting Data																				
Total Number	13	18	31	28	20	35	81	81	116	711	482	543	410	464	377	329	234	356	4329	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	9	26	22	36	24	56	175	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39100	41400	43750	46200	48700	51250	53850	56450	59050	64150	71250	77200	81700	84600	86200	86750	86600	85400	72000	2.2
Upper Quartile	37550	39600	41700	43850	46000	48200	50400	52600	54750	58950	64600	69150	72400	74450	75450	75650	75400	74250	62800	2.2
Median	36100	37850	39600	41400	43200	45000	46800	48550	50300	53600	58050	61600	64250	66000	67000	67350	67400	66850	52500	2.2
Lower Quartile	34750	36200	37700	39200	40650	42100	43550	44950	46350	48950	52400	55200	57300	58750	59650	60100	60250	60100	42150	2.2
Lower Decile	33450	34700	35950	37200	38400	39600	40800	41900	43000	45050	47750	49950	51600	52800	53650	54200	54500	54850	37600	2.2
Mean	36150	37950	39750	41550	43400	45250	47100	48950	50750	54200	58900	62750	65650	67600	68750	69300	69400	69000	54100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	40700	43500	45750	49000	49400	53000	55450	60700	65950	71950	75450	81100	82250	82400	85750	84550	90500	72000	
Upper Quartile	38100	39300	41900	43300	45550	46500	49450	51950	56250	60400	65650	67650	71200	73800	71950	74650	74800	77700	62800	
Median	36800	37450	39850	41150	42350	43400	45900	47900	52000	54650	58700	60750	62900	66000	65200	66600	67750	68350	52500	
Lower Quartile	35250	36250	38100	38900	39350	40850	42400	44200	47350	49850	52700	54450	56700	59950	58950	59400	60600	60150	42150	
Lower Decile	34050	34800	36450	36850	36700	38400	39650	40650	44200	45800	47950	49900	51200	53650	53250	54400	54800	54000	37600	
Mean	36800	37700	39950	41200	42550	43750	46200	48150	52100	55400	59350	61800	64950	67500	66850	68250	69050	70900	54100	
Supporting Data																				
Total Number	611	789	701	594	427	481	501	386	509	2070	926	807	614	589	546	489	381	611	12032	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	8	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41550	44050	46650	49400	52200	55100	58150	64350	74000	83550	92400	100050	106250	110850	114000	117650	91250	2.2
Upper Quartile	0	0	39600	41900	44300	46750	49250	51800	54350	59550	67100	74050	80000	84750	88300	90750	92350	94050	76350	2.2
Median	0	0	38100	40050	42000	44050	46050	48100	50150	54150	59800	64850	69050	72350	74750	76450	77550	78750	63150	2.2
Lower Quartile	0	0	36500	38150	39800	41500	43150	44800	46400	49550	53900	57600	60650	63000	64700	65850	66600	67450	51600	2.2
Lower Decile	0	0	35450	36750	38050	39300	40600	41800	43050	45400	48650	51450	53850	55750	57200	58300	59100	60100	43050	2.2
Mean	0	0	38350	40300	42300	44350	46450	48500	50650	54800	60900	66550	71450	75500	78650	81050	82700	84800	66350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43550	43750	46000	48700	52050	53400	57600	66100	74000	83250	91250	98800	106300	113750	118600	114650	91250	
Upper Quartile	0	0	41900	42550	43650	46200	48450	50600	53700	59700	67400	74100	80000	86850	87250	91350	95000	91250	76350	
Median	0	0	40100	40600	41800	43450	44850	47050	49300	54350	60250	65100	68700	72550	75050	78000	78750	76300	63150	
Lower Quartile	0	0	38700	38850	39750	41400	42000	43100	45450	49800	53450	57900	61300	63900	64900	67000	65450	65700	51600	
Lower Decile	0	0	37400	37450	38450	39000	39500	40450	42050	45800	47150	52600	54650	56300	57200	59250	59350	58000	43050	
Mean	0	0	40600	41050	41950	43750	45650	47050	49750	55200	60800	66650	71400	77100	78450	82650	83850	81650	66350	
Supporting Data																				
Total Number	1	14	51	86	131	104	111	127	122	444	454	480	472	356	369	317	184	296	4119	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	10	10	20	12	18	70	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	63150	69800	80450	91700	103200	114400	124950	134250	142100	154000	114600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59650	65400	74200	82800	90800	97850	103650	108150	111400	115650	91950	2.2
Median	0	0	0	0	0	0	0	0	55700	60800	68050	74600	80000	84200	87200	89200	90400	91600	79000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	51100	55500	61650	67100	71500	74850	77200	78700	79650	80450	68050	2.2
Lower Decile	0	0	0	0	0	0	0	0	47500	51150	56250	60750	64400	67250	69300	70700	71600	72550	58200	2.2
Mean	0	0	0	0	0	0	0	0	55600	60800	68550	75850	82400	87950	92400	95750	98150	101150	83100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	59550	72500	82900	89100	99250	119600	121050	143050	143500	150000	114600	
Upper Quartile	0	0	0	0	0	0	0	0	57850	67400	74750	82800	89550	97100	101800	108200	116550	116650	91950	
Median	0	0	0	0	0	0	0	0	54900	60900	67600	74750	80250	86100	84500	89850	94050	90000	79000	
Lower Quartile	0	0	0	0	0	0	0	0	49250	54800	61950	67250	71050	76350	76750	79850	81700	77350	68050	
Lower Decile	0	0	0	0	0	0	0	0	46550	50200	56500	60700	64500	67900	69750	71600	71050	70650	58200	
Mean	0	0	0	0	0	0	0	0	53900	61400	68850	75400	81600	90050	90600	97400	100550	99000	83100	
Supporting Data																				
Total Number	0	0	0	2	2	6	5	10	17	75	115	158	170	129	144	115	63	80	1091	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	9	10	18	10	16	63	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42650	44900	47150	49450	51850	54200	56650	61500	68700	75450	81500	86650	90800	94000	96300	99350	80300	2.2
Upper Quartile	0	0	40950	42850	44600	46800	48800	50850	52900	56900	62750	68100	72700	76450	79350	81400	82800	84400	68900	2.2
Median	0	0	39050	40600	42500	44250	46000	47700	49400	52700	57300	61350	64650	67250	69200	70600	71550	72650	58650	2.2
Lower Quartile	0	0	37400	38800	40200	41600	43000	44350	45700	48250	51850	54950	57600	59700	61350	62600	63450	64600	48250	2.2
Lower Decile	0	0	36000	37150	38250	39350	40400	41500	42550	44550	47350	49850	52000	53800	55250	56400	57250	58450	41850	2.2
Mean	0	0	39250	40950	42650	44400	46100	47850	49550	52950	57750	62100	65900	69000	71500	73350	74750	76500	60350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43550	43650	45950	48200	50800	52700	55550	63250	70000	75150	80800	88300	89050	93550	98250	98200	80300	
Upper Quartile	0	0	41900	42450	43650	45850	47850	49850	52650	58100	64250	68200	71400	75850	77600	82050	83250	85300	68900	
Median	0	0	40100	40500	41800	43250	44600	46550	48650	53550	57950	61650	64100	68250	69350	71300	71150	71250	58650	
Lower Quartile	0	0	38700	38800	39750	41300	41850	42900	45050	49050	51400	55300	58450	60950	60500	62800	62350	64000	48250	
Lower Decile	0	0	37400	37400	38450	38900	39400	40400	41500	45250	45950	51350	52400	54150	55550	57150	57250	56750	41850	
Mean	0	0	40600	40600	41950	43450	44950	46650	49050	53950	58100	62400	65650	69750	70650	74250	75150	75250	60350	
Supporting Data																				
Total Number	1	14	51	84	129	98	106	117	105	369	339	322	302	227	225	202	121	216	3028	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	2	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53000	55300	57700	60150	65200	73250	81550	90000	98300	106100	113200	119200	128600	98200	2.2
Upper Quartile	0	0	0	0	0	50900	52950	55000	57100	61300	67600	73700	79450	84650	89200	92950	96000	100300	82700	2.2
Median	0	0	0	0	0	50200	51550	52900	54250	56950	61000	65000	68800	72350	75600	78400	80700	84200	68950	2.2
Lower Quartile	0	0	0	0	0	49050	50000	50900	51850	53750	56650	59550	62400	65100	67600	69850	71700	74550	57150	2.2
Lower Decile	0	0	0	0	0	47850	48500	49100	49750	51100	53150	55250	57300	59300	61150	62800	64200	66300	53000	2.2
Mean	0	0	0	0	0	50150	51650	53150	54700	57800	62550	67300	72000	76450	80550	84150	87200	91900	73250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55700	57850	57850	59600	63300	68550	85400	95250	95850	105350	121750	122650	118750	98200	
Upper Quartile	0	0	0	0	0	54100	55250	55500	56600	59950	62250	74400	82400	87350	91250	97150	99500	91500	82700	
Median	0	0	0	0	0	52000	53100	53900	54250	55750	57700	64000	72150	74900	76550	79400	82850	79550	68950	
Lower Quartile	0	0	0	0	0	50250	51100	51750	51650	53300	54300	58900	62050	66900	70000	71500	72200	70700	57150	
Lower Decile	0	0	0	0	0	48400	49800	50050	48800	50700	52100	54900	56850	58750	62400	65500	67100	62150	53000	
Mean	0	0	0	0	0	52200	53500	53800	54200	56600	59350	67950	73850	77100	81700	87650	89700	85700	73250	
Supporting Data																				
Total Number	0	0	0	0	4	28	37	64	50	145	112	126	117	135	178	160	118	155	1429	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	6	13	10	12	42	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

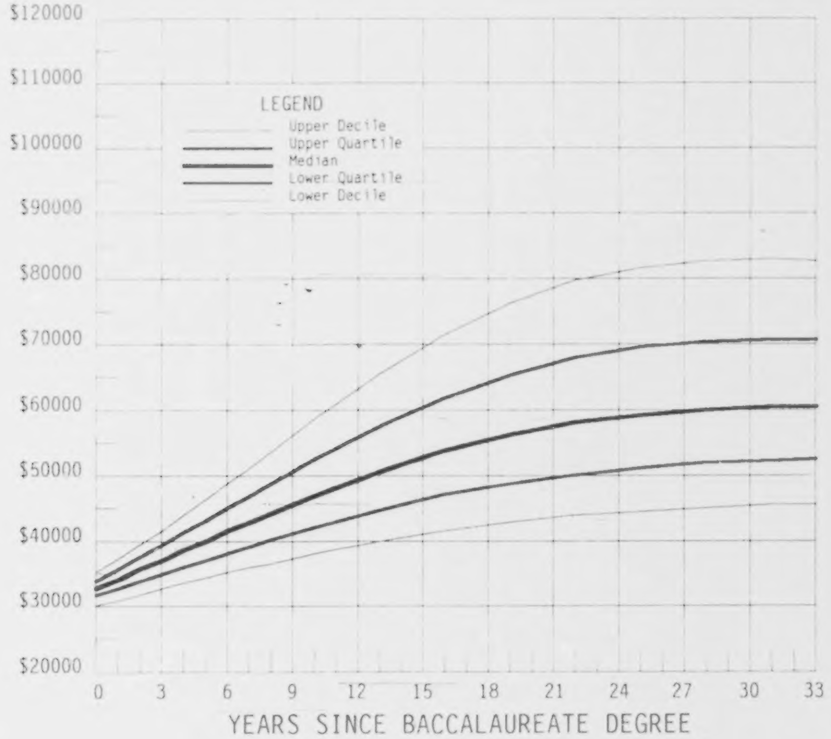
1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	92500	105400	118050	129800	140150	148700	161400	132550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	83000	91200	99200	106700	113400	119200	128750	103650	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	78100	84250	88800	91800	93550	94450	94950	87650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	69700	73700	76800	79100	80700	81750	82950	75100	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	64200	67900	70500	72200	73200	73700	73950	65350	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	77600	84750	90950	96000	99900	102750	106400	92950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	66550	0	99250	106500	108750	124050	152900	151900	155550	132550	
Upper Quartile	0	0	0	0	0	0	0	0	0	64350	0	90600	91900	93750	99800	122750	121100	126400	103650	
Median	0	0	0	0	0	0	0	0	0	62350	0	80850	81800	85000	91250	99500	97500	89600	87650	
Lower Quartile	0	0	0	0	0	0	0	0	0	60500	0	67750	74600	76000	76200	85200	85400	78500	75100	
Lower Decile	0	0	0	0	0	0	0	0	0	53300	0	64300	69700	70900	69750	73200	74800	74500	65350	
Mean	0	0	0	0	0	0	0	0	0	60650	0	80900	84850	87450	92750	105250	104850	103550	92950	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	1	3	11	8	23	37	36	53	53	37	35	297	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	5	12	8	9	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53550	55550	57600	59650	63800	70200	76550	82700	88460	93700	98250	102000	107700	88650	2.2
Upper Quartile	0	0	0	0	0	51750	53450	55150	56850	60300	65300	70150	74600	78700	82200	85200	87550	91050	75950	2.2
Median	0	0	0	0	0	51000	52000	53050	54100	56200	59450	62700	65900	68950	71800	74350	76450	79800	63850	2.2
Lower Quartile	0	0	0	0	0	49700	50350	51050	51750	53250	55600	58100	60600	63050	65400	67500	69300	72150	55550	2.2
Lower Decile	0	0	0	0	0	48200	48650	49200	49700	50850	52650	54500	56450	58300	60100	61700	63100	65250	52250	2.2
Mean	0	0	0	0	0	50850	52050	53250	54450	56950	60750	64550	68300	71850	75150	78100	80600	84450	68100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55700	57850	57500	59150	62700	66100	78150	87500	89750	94700	98250	111150	100000	88650	
Upper Quartile	0	0	0	0	0	54100	55250	55400	55900	59200	61650	72100	76000	85600	81900	83300	88000	88800	75950	
Median	0	0	0	0	0	52000	53100	53850	54050	55500	57400	62500	65600	71200	74250	75300	77750	76000	63850	
Lower Quartile	0	0	0	0	0	50250	51100	51700	51400	53150	54200	57850	59400	62900	68450	69450	70350	68750	55550	
Lower Decile	0	0	0	0	0	48400	49800	50050	48600	50700	51950	54300	55400	56950	61850	65050	66250	61250	52250	
Mean	0	0	0	0	0	52200	53500	53700	53800	56250	58600	65050	68800	73350	77000	78950	82800	80500	68100	
Supporting Data																				
Total Number	0	0	0	0	4	28	37	63	47	134	104	103	80	99	125	107	81	120	1132	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	3	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

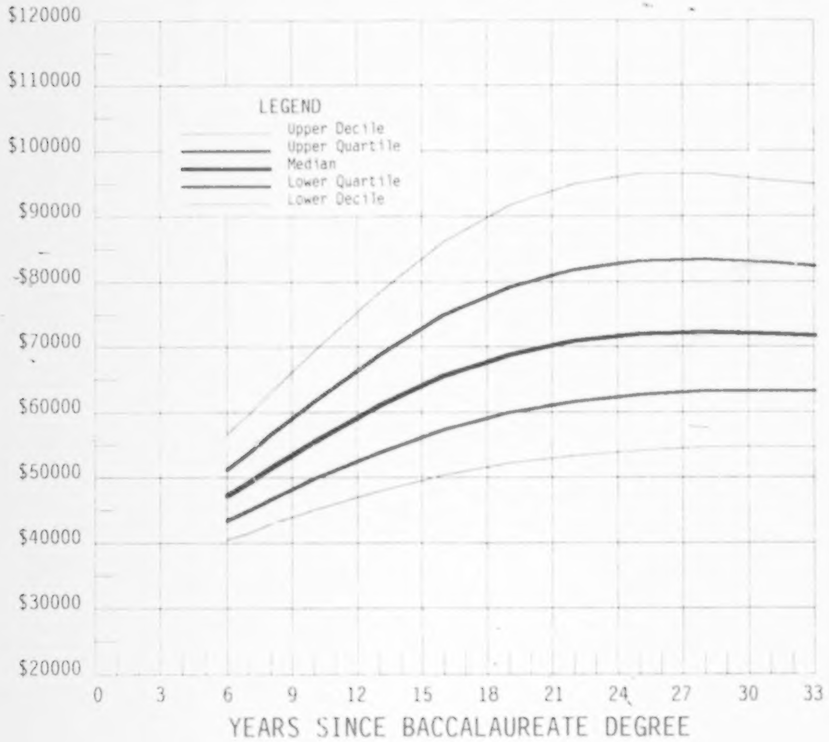
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35150	37250	39450	41700	44000	46400	48800	51250	53700	58600	65550	71600	76350	79700	81700	82650	82850	82150	70400	2.2
Upper Quartile	33950	35750	37550	39350	41250	43150	45050	46950	48800	52500	57650	62000	65450	67950	69550	70450	70800	70750	58300	2.2
Median	32800	34250	35700	37150	38600	40050	41500	42950	44350	47050	50750	53850	56300	58100	59300	60050	60450	60650	47650	2.2
Lower Quartile	31650	32750	33850	34950	36050	37150	38250	39300	40300	42250	44850	47100	48900	50250	51250	51950	52400	52850	40300	2.2
Lower Decile	30100	30950	31800	32700	33500	34350	35150	35900	36650	38100	40000	41600	42900	43900	44650	45200	45600	46000	35300	2.2
Mean	32700	34200	35750	37250	38800	40350	41900	43450	45000	47900	52000	55450	58250	60350	61800	62700	63200	63500	50950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35900	37300	40250	41550	43500	46400	48350	51400	52850	58900	65850	73150	75500	79900	82050	81750	80700	83400	70400	
Upper Quartile	34250	35350	37650	39350	40800	43200	45350	47000	48900	52900	57600	63100	62700	68200	69750	70600	69500	71950	58300	
Median	32800	33600	35550	36650	38550	40100	41700	43500	45100	47750	50050	53850	54900	57750	58800	59700	59850	62100	47650	
Lower Quartile	31300	32300	33550	34300	36200	37350	38200	39550	40800	43250	44600	45900	47800	50200	50250	51900	53000	53600	40300	
Lower Decile	30200	30600	31800	32000	33550	34750	35100	36250	36450	38850	39350	40800	42450	44050	44650	45450	46000	46000	35300	
Mean	33350	34000	36000	36850	38650	40500	41750	43650	45100	48450	51700	55450	57200	60600	61800	62800	62400	64200	50950	
Supporting Data																				
Total Number	331	455	631	667	950	1192	1235	1046	969	2532	1723	1345	1341	1252	1051	1020	1190	1670	20600	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	4	8	8	6	13	42	
Less Than $22000	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

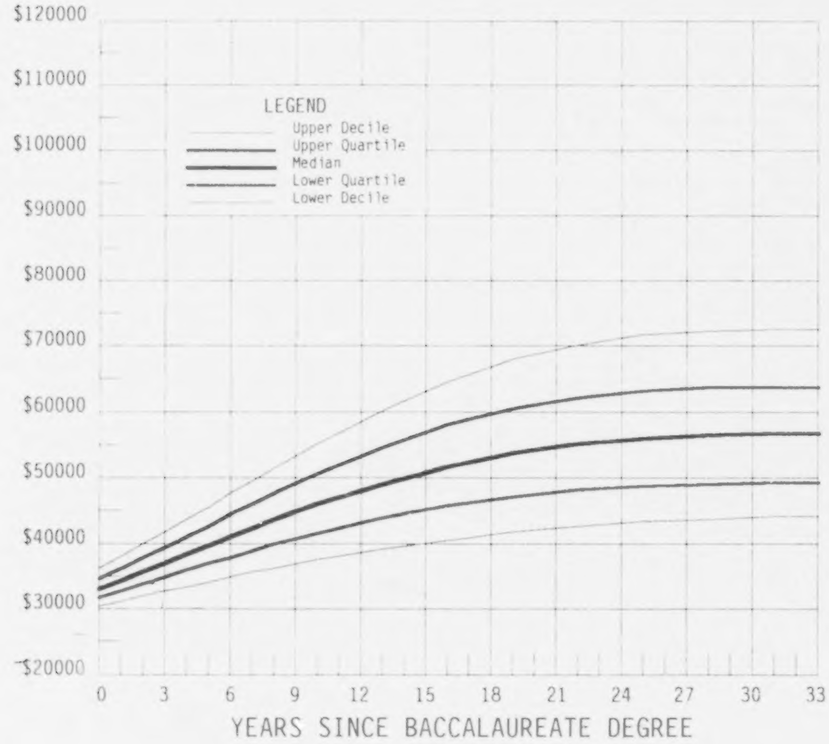
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECIRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56550	59750	63000	69400	78450	86100	91700	95050	96450	96450	95600	92900	90600	2.2
Upper Quartile	0	0	0	0	0	0	51200	53850	56500	61650	68850	74850	79250	81950	83200	83350	82900	81100	77200	2.2
Median	0	0	0	0	0	0	47150	49300	51400	55500	61050	65550	68850	70950	71950	72200	72000	70850	66400	2.2
Lower Quartile	0	0	0	0	0	0	43450	45100	46700	49750	53900	57300	59900	61650	62700	63200	63300	63000	56450	2.2
Lower Decile	0	0	0	0	0	0	40500	41700	42900	45100	48050	50450	52200	53450	54200	54650	54800	54750	49000	2.2
Mean	0	0	0	0	0	0	48000	50150	52350	56550	62400	67200	70850	73200	74500	74950	74850	73900	68600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62200	66000	63600	68500	78500	84000	94150	94250	96250	95900	92500	95150	90600	
Upper Quartile	0	0	0	0	0	0	52700	57400	56600	61900	68400	74300	79800	82450	82600	82000	80000	83400	77200	
Median	0	0	0	0	0	0	48850	51400	50450	55900	60950	65900	68350	70350	71750	71800	70450	72250	66400	
Lower Quartile	0	0	0	0	0	0	43750	45950	46450	50450	54300	58500	58100	61000	61350	63200	62400	64450	56450	
Lower Decile	0	0	0	0	0	0	39650	42050	43100	46800	47700	50200	51300	52850	52750	55800	55000	55150	49000	
Mean	0	0	0	0	0	0	49700	52400	52900	56900	62150	66650	70950	72850	74100	75000	73100	75300	68600	
Supporting Data																				
Total Number	6	5	6	6	19	28	39	65	75	343	325	362	337	361	320	314	360	536	3507	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	3	7	7	5	11	36	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36200	38050	39900	41850	43750	45700	47650	49600	51500	55250	60350	64650	67950	70250	71650	72350	72600	72300	62000	2.2
Upper Quartile	34600	36200	37850	39500	41150	42800	44450	46050	47650	50700	54750	58050	60550	62200	63200	63650	63750	63450	53850	2.2
Median	33150	34450	35800	37150	38500	39850	41150	42400	43650	46050	49200	51750	53750	55150	56050	56550	56800	56850	45500	2.2
Lower Quartile	31700	32800	33850	34950	36000	37000	38000	39000	39900	41650	43950	45800	47150	48150	48800	49150	49350	49400	39100	2.2
Lower Decile	30350	31150	31950	32700	33450	34200	34950	35650	36300	37550	39250	40650	41800	42700	43350	43850	44200	44600	34650	2.2
Mean	33200	34550	35900	37300	38650	40000	41350	42650	43900	46350	49600	52300	54350	55850	56850	57400	57700	57800	47300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35800	37300	40200	41350	43300	46100	47800	50200	52100	55950	60550	64450	63700	70200	71600	72500	71800	74350	62000	
Upper Quartile	34150	35350	37600	39300	40700	43000	45150	46600	48350	51400	54500	57550	58300	60800	62250	63300	63150	65950	53850	
Median	32750	33600	35550	36650	38500	40000	41550	43150	44800	46800	48350	50000	52350	55000	55600	56650	57100	58000	45500	
Lower Quartile	31250	32300	33500	34250	36200	37300	38050	39300	40400	42650	43650	44300	46250	47400	47750	48700	50450	50350	39100	
Lower Decile	30200	30600	31750	32050	33550	34700	35000	36150	36200	38350	38550	39500	41050	42600	43600	44400	44700	44650	34650	
Mean	33050	34000	35950	36800	38400	40250	41500	43050	44400	47150	49250	51350	52600	55600	56450	57400	57750	58950	47300	
Supporting Data																				
Total Number	325	450	625	661	931	1164	1196	981	894	2189	1398	983	1004	891	731	706	830	1134	17093	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2	6	
Less Than $22000	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35300	37300	39350	41500	43650	45850	48100	50350	52550	56950	63100	68350	72450	75250	76900	77700	77850	77250	64700	2.2
Upper Quartile	34250	35900	37600	39300	41050	42750	44500	46250	47950	51200	55700	59450	62350	64400	65700	66400	66700	66550	54750	2.2
Median	32900	34250	35600	36950	38300	39650	41000	42300	43600	46050	49300	52050	54200	55800	56850	57500	57850	58050	45450	2.2
Lower Quartile	31600	32700	33750	34750	35800	36800	37800	38750	39700	41450	43800	45750	47300	48450	49250	49800	50100	50450	38700	2.2
Lower Decile	30200	30950	31750	32500	33250	33950	34650	35350	36000	37300	39000	40450	41650	42600	43350	43900	44300	44850	34300	2.2
Mean	32800	34200	35600	37050	38500	39900	41350	42750	44100	46750	50350	53400	55800	57550	58750	59500	59900	60150	48050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35650	36850	39750	41200	43200	46000	47900	50550	52000	58400	63000	68550	70250	75450	74250	76650	76300	79950	64700	
Upper Quartile	34050	35150	37400	39250	40550	43000	45100	46550	48100	52300	55450	59450	59400	63950	63350	65100	66650	69100	54750	
Median	32700	33550	35350	36500	38250	39850	41250	43000	44500	46850	48600	50500	52750	56200	55700	57200	58050	59250	45450	
Lower Quartile	31250	32250	33400	34150	36000	37150	37850	39100	39850	42350	43750	44200	46300	48450	47800	48750	51200	51350	38700	
Lower Decile	30200	30550	31600	31800	33150	34500	34700	36050	35750	38000	38400	39200	40950	42950	42950	44050	45150	44900	34300	
Mean	33000	33750	35650	36700	38200	40100	41400	43100	44250	47700	50000	52600	54350	57950	57350	58900	59800	61500	48050	
Supporting Data																				
Total Number	321	439	582	593	808	1042	1035	855	753	1870	1197	871	862	748	610	595	798	1136	15115	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	1	2	2	2	7	16	
Less Than $22000	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52000	55000	58050	61100	67150	75600	82600	87600	90550	91700	91550	90650	88000	83950	2.2
Upper Quartile	0	0	0	0	0	47450	49900	52400	54900	59800	66550	72050	76050	78400	79450	79500	79000	77150	73150	2.2
Median	0	0	0	0	0	44250	46250	48200	50150	53900	58950	63050	66050	67900	68800	69050	68850	67900	62650	2.2
Lower Quartile	0	0	0	0	0	40850	42400	43950	45450	48300	52100	55150	57400	58900	59750	60100	60100	59700	53450	2.2
Lower Decile	0	0	0	0	0	38100	39300	40500	41650	43800	46600	48850	50450	51550	52150	52400	52500	52250	47100	2.2
Mean	0	0	0	0	0	44750	46800	48850	50900	54850	60200	64600	67850	69900	70950	71250	71100	70150	64700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55550	60800	64300	62250	68450	75500	78700	88650	87050	88750	89400	87700	93100	83950	
Upper Quartile	0	0	0	0	0	51250	52500	55150	53200	61550	65950	71700	76450	76050	75150	78400	77050	80800	73150	
Median	0	0	0	0	0	46750	48650	50550	49650	55550	58850	63550	63300	66300	65200	68250	69000	70300	62650	
Lower Quartile	0	0	0	0	0	43600	43000	45300	45850	50050	52400	54600	54300	58200	57400	59700	60550	61300	53450	
Lower Decile	0	0	0	0	0	39300	39550	41700	42400	45400	46400	47900	49400	50950	49150	52800	53150	53250	47100	
Mean	0	0	0	0	0	47450	49000	51050	51300	56450	59800	63700	66900	68000	67900	70900	70450	72650	64700	
Supporting Data																				
Total Number	4	5	6	5	11	23	36	56	63	267	209	206	186	207	165	166	235	340	2190	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	1	2	2	2	7	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35900	37700	39550	41400	43300	45200	47050	48950	50750	54250	58900	62650	65350	67100	679[illegible]	68250	68100	67350	58900	2.2
Upper Quartile	34450	36000	37600	39200	40800	42400	43950	45450	46950	49800	53500	56450	58600	59950	60700	60950	60900	60400	50900	2.2
Median	33050	34350	35600	36900	38150	39400	40650	41850	43000	45200	48050	50400	52150	53400	54150	54600	54800	54800	43850	2.2
Lower Quartile	31650	32650	33700	34700	35650	36600	37550	38450	39300	40900	43000	44650	45850	46750	47300	47600	47750	47800	37800	2.2
Lower Decile	30400	31100	31800	32450	33150	33800	34400	35050	35650	36750	38250	39550	40650	41550	42200	42750	43150	43650	33850	2.2
Mean	33100	34400	35700	37000	38300	39550	40800	42000	43200	45450	48350	50750	52550	53800	54550	55000	55200	55150	45200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35600	36900	39650	41000	43050	45750	47200	49450	51100	55400	58950	61200	61550	68000	65900	66300	67450	70600	58900	
Upper Quartile	34000	35150	37350	39200	40500	42800	44900	46100	47450	50400	52750	55150	56600	59450	59350	59650	60450	63100	50900	
Median	32700	33500	35350	36500	38250	39750	41100	42650	44100	45900	47150	48000	50400	53850	52850	54400	55550	56150	43850	
Lower Quartile	31200	32250	33350	34150	36000	37050	37700	38900	39450	41700	42550	42800	45200	46250	46300	46650	48950	48800	37800	
Lower Decile	30200	30550	31600	31850	33150	34450	34600	35800	35400	37350	37700	38450	39350	41750	42050	42450	44150	44050	33850	
Mean	32900	33750	35600	36650	38100	39950	41100	42550	43600	46250	47900	49150	50850	54100	53450	54250	55350	56700	45200	
Supporting Data																				
Total Number	317	434	576	588	797	1019	999	799	690	1603	988	665	676	541	445	429	563	796	12925	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	42350	44850	47450	50100	52800	55550	61000	68850	75700	81050	84650	86700	87500	87450	86200	77900	2.2
Upper Quartile	0	0	0	40350	42300	44350	46400	48450	50500	54500	60150	65050	68950	71850	73700	74750	75250	75250	65950	2.2
Median	0	0	0	38750	40250	41800	43300	44800	46300	49150	53150	56550	59350	61500	63050	64050	64700	65250	54850	2.2
Lower Quartile	0	0	0	37100	38200	39300	40400	41450	42500	44550	47350	49850	51950	53700	55050	56100	56850	57900	46100	2.2
Lower Decile	0	0	0	35450	36250	37100	37900	38650	39400	40850	42750	44400	45800	46900	47800	48450	48950	49600	40850	2.2
Mean	0	0	0	38850	40500	42150	43850	45500	47150	50350	54850	58700	61850	64250	65900	67000	67650	68100	57700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	43000	45300	48600	49200	52900	55150	59650	69550	78200	80300	88450	84650	84300	86400	87550	77900	
Upper Quartile	0	0	0	40300	42500	43750	46100	49500	50700	53900	60300	67800	67950	70450	74100	73800	74450	76450	65950	
Median	0	0	0	37550	39850	41500	43200	45200	47050	49400	53550	58500	58200	59000	62650	64000	63950	67100	54850	
Lower Quartile	0	0	0	35400	37750	38900	40050	41650	43850	45650	46900	50300	51000	52400	54850	55600	57000	59150	46100	
Lower Decile	0	0	0	33750	36000	36950	37150	38400	40500	42150	42200	44750	45650	45400	46700	48750	49100	50600	40850	
Mean	0	0	0	37950	40800	42450	43300	45800	47500	50300	54800	60000	61250	63550	65700	66750	66850	69100	57700	
Supporting Data																				
Total Number	10	16	49	74	139	140	192	178	198	620	478	423	425	445	375	366	348	487	4963	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	3	6	3	4	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68400	79100	88300	94950	98700	99900	99250	97650	93350	93950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62600	71000	78100	83350	86450	87750	87700	86900	84250	82300	2.2
Median	0	0	0	0	0	0	0	0	0	57550	63850	68950	72650	74850	75800	75850	75350	73700	71050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52400	57150	61050	63950	65800	66850	67200	67150	66400	62550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	49400	51950	54150	56050	57650	58900	59850	60550	61550	54750	2.2
Mean	0	0	0	0	0	0	0	0	0	58200	65000	70650	74850	77550	78850	79200	78850	77350	73900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	67300	81000	86750	97400	100200	97500	97600	96000	94900	93950	
Upper Quartile	0	0	0	0	0	0	0	0	0	62500	71100	77500	83550	91350	85400	83900	86150	85900	82300	
Median	0	0	0	0	0	0	0	0	0	57050	64700	69050	72300	76200	75850	73550	73650	75200	71050	
Lower Quartile	0	0	0	0	0	0	0	0	0	51950	57750	62200	62700	65750	67100	67150	65000	67550	62550	
Lower Decile	0	0	0	0	0	0	0	0	0	48200	52700	57550	55050	55650	57650	59950	58400	63750	54750	
Mean	0	0	0	0	0	0	0	0	0	58050	65500	70350	74950	78900	78250	78100	77050	78600	73900	
Supporting Data																				
Total Number	2	0	0	1	7	5	3	9	11	74	106	141	131	139	125	129	114	183	1180	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	5	2	3	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42650	44400	46200	48000	49800	51550	53300	56750	61550	65750	69250	71950	73950	75300	76200	77100	67700	2.2
Upper Quartile	0	0	40000	41550	43100	44650	46150	47650	49150	52000	56000	59400	62150	64300	65900	66950	67650	68300	59050	2.2
Median	0	0	37850	39150	40450	41750	43050	44300	45550	47900	51100	53850	56050	57750	59000	59850	60400	61000	50800	2.2
Lower Quartile	0	0	36200	37200	38200	39200	40150	41050	42000	43700	46050	48100	49800	51150	52200	52950	53500	54250	44400	2.2
Lower Decile	0	0	34200	35050	35950	36750	37550	38350	39100	40450	42200	43600	44700	45450	45950	46250	46400	46500	39600	2.2
Mean	0	0	38150	39500	40800	42100	43400	44700	45950	48350	51600	54450	56700	58500	59800	60700	61300	62000	52650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49100	42900	44200	47900	48950	52050	54100	56900	62700	67950	67100	69150	74000	75000	77300	78150	67700	
Upper Quartile	0	0	42050	40150	42100	43550	46050	48800	49950	52650	57150	60250	59900	61300	65600	66700	67500	70900	59050	
Median	0	0	38900	37500	39700	41350	43100	44850	46750	48750	51000	53700	55100	56100	58350	59000	61150	62650	50800	
Lower Quartile	0	0	36300	35350	37600	38850	39950	41500	43550	45200	45650	47150	48550	49400	52050	52550	54400	55700	44400	
Lower Decile	0	0	33550	33700	35850	36900	37150	38250	40250	41800	41400	43150	44350	43950	45350	46700	46800	47400	39600	
Mean	0	0	40150	37850	39950	41850	43050	45000	46950	49250	51750	54850	55200	56550	59450	60550	61900	63400	52650	
Supporting Data																				
Total Number	8	16	49	73	132	135	189	169	187	546	372	282	294	306	250	237	234	304	3783	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

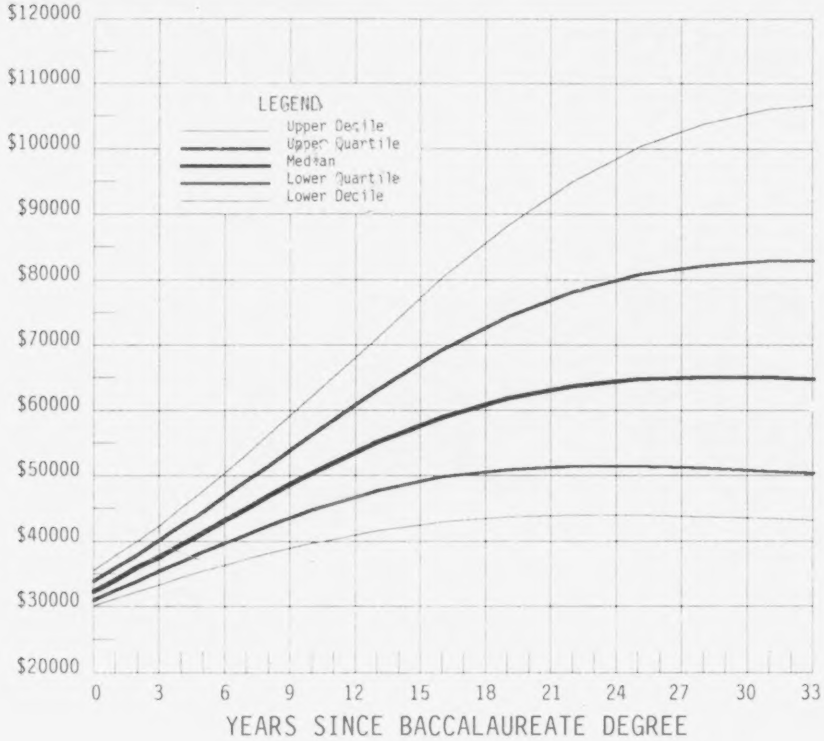
1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62200	64250	68350	74550	80750	86800	92500	97700	102250	106050	111800	93050	2.2
Upper Quartile	0	0	0	0	0	0	0	52900	55600	60950	68500	75050	80200	83900	86250	87550	88150	88300	81000	2.2
Median	0	0	0	0	0	0	0	49600	51600	55500	60800	65300	68800	71350	73000	74050	74600	75000	66350	2.2
Lower Quartile	0	0	0	0	0	0	0	47550	48950	51600	55100	57950	60150	61700	62750	63400	63800	64150	55600	2.2
Lower Decile	0	0	0	0	0	0	0	44750	45750	47600	50000	51900	53300	54350	55050	55500	55750	56050	49600	2.2
Mean	0	0	0	0	0	0	0	51650	53550	57250	62400	66900	70600	73550	75800	77350	78400	79650	69900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	85000	0	54700	55400	63850	83000	79850	88000	89450	107000	100400	99000	111500	93050	
Upper Quartile	0	0	0	0	0	50750	0	52750	53400	59250	71200	73600	80300	82800	91900	85300	86000	88250	81000	
Median	0	0	0	0	0	49000	0	49700	50600	54500	60000	64850	67450	72300	77350	76350	72000	71700	66350	
Lower Quartile	0	0	0	0	0	47750	0	47750	47900	50850	53450	59150	60650	62200	63700	66400	58000	65000	55600	
Lower Decile	0	0	0	0	0	47000	0	44900	43400	48100	46700	54250	54800	51350	57750	59800	51800	54600	49600	
Mean	0	0	0	0	0	52100	0	49150	52850	56400	62700	66650	71100	71650	80800	77800	74500	79250	69900	
Supporting Data																				
Total Number	0	0	0	0	3	10	8	13	18	42	48	51	54	59	66	59	44	47	522	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	1	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	61400	62850	65800	70150	74300	78200	81750	84900	87600	89800	93100	83400	2.2
Upper Quartile	0	0	0	0	0	0	0	53150	55150	59100	64650	69550	73600	76800	79100	80650	81600	82500	72650	2.2
Median	0	0	0	0	0	0	0	49900	51500	54500	58550	61850	64400	66150	67300	67950	68200	68150	61550	2.2
Lower Quartile	0	0	0	0	0	0	0	47500	48650	50800	53550	55650	57200	58200	58850	59200	59350	59400	53550	2.2
Lower Decile	0	0	0	0	0	0	0	45000	45700	47000	48750	50200	51400	52400	53200	53800	54250	54850	48400	2.2
Mean	0	0	0	0	0	0	0	50800	52350	55300	59350	62800	65650	67900	69600	70850	71700	72750	64150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	85000	0	54700	54700	62400	74400	74700	75700	85600	96000	84300	88400	87650	83400	
Upper Quartile	0	0	0	0	0	50750	0	52750	52850	58500	68400	69350	70000	76000	82000	80000	83100	81500	72650	
Median	0	0	0	0	0	49000	0	49700	50300	54100	57600	63450	62500	68800	66400	71350	63600	68800	61550	
Lower Quartile	0	0	0	0	0	47750	0	47750	47750	50650	50750	57600	57200	58650	59350	64650	55250	58000	53550	
Lower Decile	0	0	0	0	0	47000	0	44900	43100	48000	45200	53950	53300	49100	55600	58000	51000	53850	48400	
Mean	0	0	0	0	0	52100	0	49150	49350	55300	59500	64200	64250	67500	72600	72150	69600	71800	64150	
Supporting Data																				
Total Number	0	0	0	0	2	10	8	13	17	40	38	36	34	44	36	40	33	34	385	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

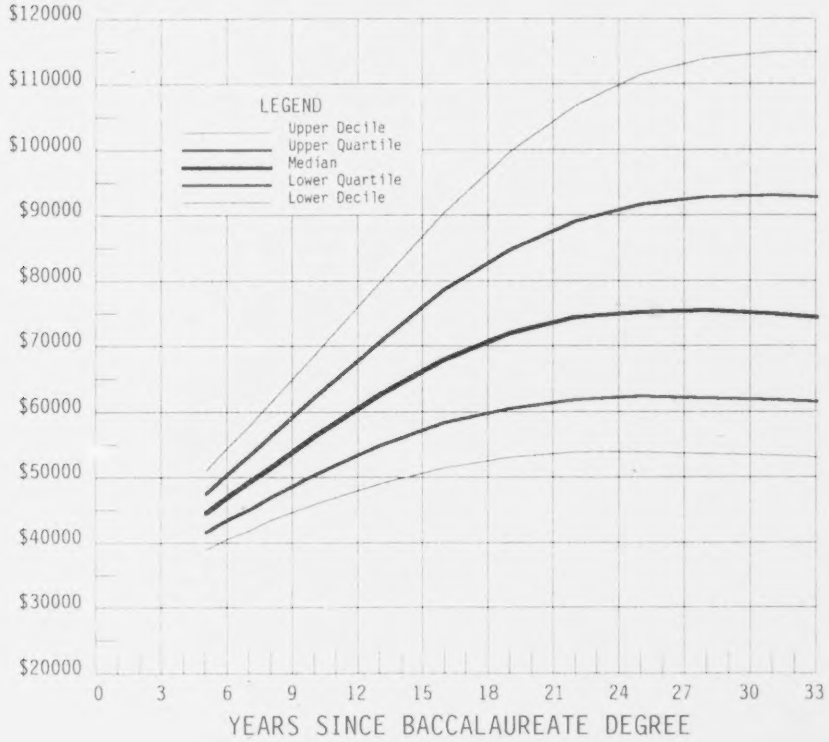
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35550	37750	40100	42500	45050	47700	50400	53250	56150	62150	71300	80200	88250	95000	100200	103850	106200	108500	77450	2.2
Upper Quartile	33950	35950	38000	40150	42350	44600	46900	49250	51600	56350	63200	69350	74400	78200	80700	82200	82900	83000	61750	2.2
Median	32400	34100	35900	37700	39550	41400	43250	45050	46900	50400	55150	59050	61900	63800	64750	65100	65000	64200	49100	2.2
Lower Quartile	31000	32450	33950	35400	36850	38300	39700	41050	42350	44750	47700	49800	51050	51600	51600	51250	50750	49550	40400	2.2
Lower Decile	30050	31150	32300	33350	34400	35450	36400	37350	38200	39800	41650	42950	43750	44050	44050	43850	43500	42800	34750	2.2
Mean	32700	34400	36200	38000	39800	41650	43500	45350	47200	50750	55850	60350	64100	67100	69300	70800	71700	72450	53650	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	35500	37100	40450	43250	46350	48600	49900	52650	55300	61350	70250	81650	91800	96300	99350	100750	102950	109000	77450	
Upper Quartile	34300	35600	38550	40550	42950	44500	46100	49100	51000	55500	63050	71600	75050	81800	78800	80800	78150	83850	61750	
Median	33150	34150	36050	37550	39800	40850	42500	44400	46550	50350	55000	61200	61950	65900	63100	62000	62700	65850	49100	
Lower Quartile	32150	32850	33900	34300	36700	38050	39250	39600	42400	45300	47950	49750	51700	52800	50800	49050	51900	49300	40400	
Lower Decile	30950	32050	31700	32100	33400	35200	36500	36250	38000	41100	42050	42200	43500	43600	44650	42600	43000	43750	34750	
Mean	33350	34300	36300	37850	39850	41350	43050	44600	46850	50850	56050	61650	64900	69500	69300	68100	68200	70850	53650	
Supporting Data																				
Total Number	128	161	159	131	153	187	216	165	181	584	426	387	324	232	193	147	127	186	4087	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	8	5	3	9	30	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

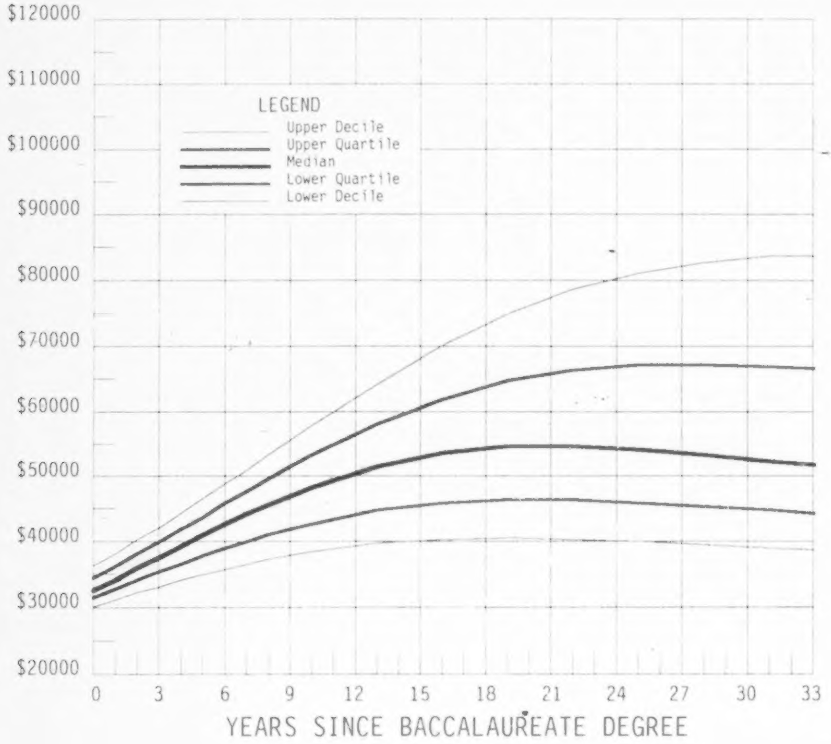
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51050	54350	57750	61300	68650	79850	90500	99700	106700	111400	113950	114950	114400	94900	2.2
Upper Quartile	0	0	0	0	0	47550	50350	53250	56200	62100	70800	78600	84850	89200	91800	92900	93050	91750	78500	2.2
Median	0	0	0	0	0	44500	46850	49250	51600	56300	62750	68100	71950	74300	75300	75400	74900	73200	65050	2.2
Lower Quartile	0	0	0	0	0	41550	43400	45200	47000	50350	54850	58300	60650	61950	62400	62250	61850	60550	54250	2.2
Lower Decile	0	0	0	0	0	39050	40500	41950	43350	45900	49150	51550	53050	53800	53900	53700	53250	52150	48350	2.2
Mean	0	0	0	0	0	44800	47150	49550	52000	56800	63650	69600	74300	77600	79550	80500	80700	79950	69200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	53300	64400	64000	64200	67150	81200	88250	98200	103200	113550	114150	111900	121150	94900	
Upper Quartile	0	0	0	0	0	50950	52550	56500	58200	61250	70100	78250	84400	91900	91250	91250	86250	96900	78500	
Median	0	0	0	0	0	46700	49600	50850	50400	55200	62450	69500	72200	75600	73350	73500	72000	76000	65050	
Lower Quartile	0	0	0	0	0	43250	42100	45750	47100	50400	54250	61000	60350	62000	58000	59150	50850	65550	54250	
Lower Decile	0	0	0	0	0	38900	39400	41000	43900	47400	48700	53200	52000	52850	50800	51450	54100	56000	48350	
Mean	0	0	0	0	0	47050	49850	51000	52600	56300	63250	70250	73950	78300	78000	78600	76900	84500	69200	
Supporting Data																				
Total Number	3	4	4	4	7	19	19	30	29	178	151	175	170	126	102	79	62	90	1252	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	7	4	2	7	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	[illegible]-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36150	38100	40150	42250	44400	46600	48800	51050	53350	57850	64300	70100	74900	78600	81200	82800	83700	84300	62450	2.2
Upper Quartile	34350	36150	38050	39950	41900	43850	45800	47700	49600	53250	58100	61950	64700	66400	67150	67300	67000	65950	52450	2.2
Median	32500	34200	35900	37600	39300	41000	42600	44200	45700	48400	51600	53650	54600	54700	54100	53250	52250	50350	44200	2.2
Lower Quartile	31500	32800	34100	35350	36600	37800	38950	40000	41000	42750	44750	45950	46400	46350	45950	45350	44700	43400	37850	2.2
Lower Decile	30250	31250	32250	33200	34150	35000	35800	36550	37250	38400	39650	40350	40550	40400	40050	39550	39050	38050	33650	2.2
Mean	33000	34550	36150	37700	39300	40850	42400	43900	45400	48150	51800	54650	56650	57900	58450	58600	58450	57750	46800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35450	37150	40300	42950	45800	47800	48550	51100	54000	57300	63800	71000	70250	78700	84850	80350	87500	85500	62450	
Upper Quartile	34250	35600	38450	40400	42650	43550	45500	47050	49900	53100	58650	62650	62800	67800	67400	62650	67500	68000	52450	
Median	33150	34150	35950	37500	39600	40500	42200	43200	45800	48350	52050	54650	54350	56550	53750	50000	54100	49800	44200	
Lower Quartile	32150	32800	33800	34300	36600	37700	39050	39050	41700	43750	45550	44550	45650	45300	45550	44000	45350	44950	37850	
Lower Decile	30950	32000	31650	32200	33250	34900	36250	35750	36600	39850	40100	39050	39300	40800	41450	38400	39250	38350	33650	
Mean	33300	34300	36050	37650	39650	40750	42400	43200	45750	48450	52050	54550	54850	59100	59550	55950	59950	58100	46800	
Supporting Data																				
Total Number	125	157	155	127	146	168	197	135	152	406	275	212	154	106	91	68	65	96	2835	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35750	37900	40150	42450	44850	47300	49800	52400	55000	60200	67850	74750	80450	84800	87700	89400	90200	90300	69200	2.2
Upper Quartile	34200	36050	38000	40000	42000	44050	46150	48250	50300	54400	60150	65050	68900	71600	73300	74150	74400	74050	55900	2.2
Median	32600	34200	35850	37550	39200	40850	42500	44100	45700	48650	52500	55400	57350	58450	58850	58750	58400	57350	45900	2.2
Lower Quartile	31250	32600	33900	35200	36500	37750	39000	40150	41250	43300	45750	47450	48400	48800	48800	48500	48050	47100	38400	2.2
Lower Decile	30200	31200	32250	33200	34150	35050	35900	36700	37450	38800	40300	41250	41750	41900	41750	41450	41100	40350	33800	2.2
Mean	32800	34450	36100	37750	39450	41100	42800	44500	46150	49300	53600	57200	59900	61800	62900	63500	63650	63350	49450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35500	36900	40400	43350	46350	47500	49400	52400	53800	60950	67550	75750	79700	86250	80750	86150	79550	103000	69200	
Upper Quartile	34300	35550	38450	40450	42650	43650	45300	48300	49200	55000	61000	66050	68450	72550	67100	69000	72100	80300	55900	
Median	33150	34100	35950	37450	39300	40350	41700	43650	45600	49400	53500	55550	55350	61100	55500	55150	60200	59100	45900	
Lower Quartile	32150	32800	33800	34150	36200	37500	38850	39100	41850	44050	46900	46250	47850	49150	47750	45650	50300	47900	38400	
Lower Decile	30950	32000	31700	32150	33000	34750	36250	36050	37200	39950	41250	39700	40900	41950	42600	40150	41500	40900	33800	
Mean	33350	34150	36250	37800	39450	40750	42300	44050	45800	50100	54400	57100	58950	62900	60350	60100	61250	67400	49450	
Supporting Data																				
Total Number	128	157	148	113	124	159	177	133	134	424	297	229	188	135	107	93	87	138	2971	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	1	0	5	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	50700	53950	57250	60650	67600	77750	86800	93900	98650	101100	101800	101350	98900	86750	2.2
Upper Quartile	0	0	0	0	0	47250	49800	52450	55050	60300	67650	74000	78800	81950	83650	84200	84050	82600	73150	2.2
Median	0	0	0	0	0	44250	46350	48400	50500	54500	59850	64200	67250	69100	69950	70000	69650	68350	60550	2.2
Lower Quartile	0	0	0	0	0	41300	42900	44450	46000	48900	52750	55750	57850	59150	59750	59850	59700	58950	52100	2.2
Lower Decile	0	0	0	0	0	38500	39850	41150	42450	44800	47850	50150	51700	52550	52900	52900	52650	51900	47250	2.2
Mean	0	0	0	0	0	44550	46750	48950	51150	55400	61400	66400	70250	72850	74300	74850	74850	74050	64450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	53900	54800	61200	62400	68100	78950	86250	93250	92300	96500	96000	86750	120000	86750	
Upper Quartile	0	0	0	0	0	50750	52100	54900	56000	61100	67300	75150	77300	78600	75550	82500	77500	95000	73150	
Median	0	0	0	0	0	46700	49250	50650	49500	55100	60000	66700	63450	68350	63650	66400	69500	75450	60550	
Lower Quartile	0	0	0	0	0	44150	41750	45650	46250	50500	53550	55900	54700	58750	54050	56000	61150	65150	52100	
Lower Decile	0	0	0	0	0	38700	39350	37700	43400	47300	48400	49350	50550	51350	49050	49700	54300	55900	47250	
Mean	0	0	0	0	0	47050	48300	50350	51200	56350	61650	67250	68100	70650	69300	71450	71050	83250	64450	
Supporting Data																				
Total Number	3	4	4	3	5	17	18	27	24	139	108	95	87	67	51	48	43	68	811	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	1	0	5	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35850	37800	39800	41850	43900	46000	48050	50150	52150	56000	61050	65000	67700	69200	69700	69550	69050	67550	56900	2.2
Upper Quartile	34250	36050	37850	39650	41500	43300	45100	46800	48450	51500	55250	57800	59200	59600	59300	58600	57750	55900	48750	2.2
Median	32950	34450	35950	37400	38850	40250	41600	42850	44050	46200	48650	50100	50750	50700	50200	49500	48700	47150	42050	2.2
Lower Quartile	31700	32900	34050	35200	36250	37300	38300	39200	40050	41500	43100	44050	44350	44250	43850	43350	42750	41650	36350	2.2
Lower Decile	30550	31450	32300	33100	33850	34600	35250	35850	36400	37350	38350	38850	39000	38850	38550	38150	37750	36950	33050	2.2
Mean	33050	34550	36000	37500	38950	40350	41750	43050	44300	46600	49350	51250	52300	52650	52500	52100	51500	50300	43800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35450	36950	40250	43000	45650	46050	47050	50400	51900	55950	62000	63050	68700	72800	66800	59500	65200	76000	56900	
Upper Quartile	34250	35550	38250	40350	42300	42900	44550	46050	48200	51500	56150	57750	57400	64000	59000	54050	59200	56350	48750	
Median	33150	34150	35900	37400	39200	40000	41350	42300	44850	46600	49950	48500	49450	51200	50000	45950	51500	48100	42050	
Lower Quartile	32150	32800	33750	34150	36100	37150	38650	38600	41100	42500	44150	42150	42550	43350	44550	41150	43250	43600	36350	
Lower Decile	30950	32000	31650	32250	32900	34500	35950	35300	36000	38600	38800	37600	37400	39100	39950	37750	38300	37000	33050	
Mean	33300	34150	36000	37650	39250	40000	41650	42450	44650	47000	50300	49900	51050	55250	52150	48050	51700	52000	43800	
Supporting Data																				
Total Number	125	153	144	110	119	142	159	106	110	285	189	134	101	68	56	45	44	70	2160	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40850	43300	45900	48600	51450	54400	57500	63950	74300	85000	95400	104850	112750	118700	122700	126350	91050	3.6
Upper Quartile	0	0	39100	41200	43400	45650	48000	50450	52950	58150	66150	73950	81000	86950	91450	94550	96400	97850	72500	4.0
Median	0	0	36550	38650	40800	42950	45100	47300	49450	53600	59450	64550	68650	71750	73900	75250	76050	76550	59150	4.2
Lower Quartile	0	0	34400	36250	38150	40000	41900	43750	45550	48950	53300	56450	58300	59100	59000	58350	57500	55550	48300	2.2
Lower Decile	0	0	31850	33550	35250	36900	38550	40150	41650	44400	47700	49800	50700	50650	49950	48900	47850	45700	41900	2.2
Mean	0	0	36850	38850	40900	43000	45100	47300	49450	53850	60250	66100	71200	75250	78200	80200	81350	82250	63400	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40900	42900	46300	49400	50750	57000	59200	62450	72900	86950	96200	111100	108000	128750	120000	113100	91050	
Upper Quartile	0	0	39700	41300	43600	47600	47150	49800	54700	55950	67050	75950	82500	93000	83750	94600	97500	90400	72500	
Median	0	0	37500	38000	41450	42700	45200	45950	50600	52450	59200	67200	68000	77350	72500	71000	72000	73000	59150	
Lower Quartile	0	0	34750	36200	39100	40400	42600	42250	44400	48150	51400	60050	59800	60000	55000	54900	55600	59000	48300	
Lower Decile	0	0	32200	31800	36900	38600	38750	38500	40100	44700	44700	53450	51700	50750	46550	49100	47000	46900	41900	
Mean	0	0	37150	38100	41550	43600	45650	46600	49950	52650	59600	68350	71700	79000	74800	80000	81050	76800	63400	
Supporting Data																				
Total Number	0	4	11	18	29	20	35	25	34	139	119	141	118	80	64	37	30	39	943	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	4	2	2	14	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

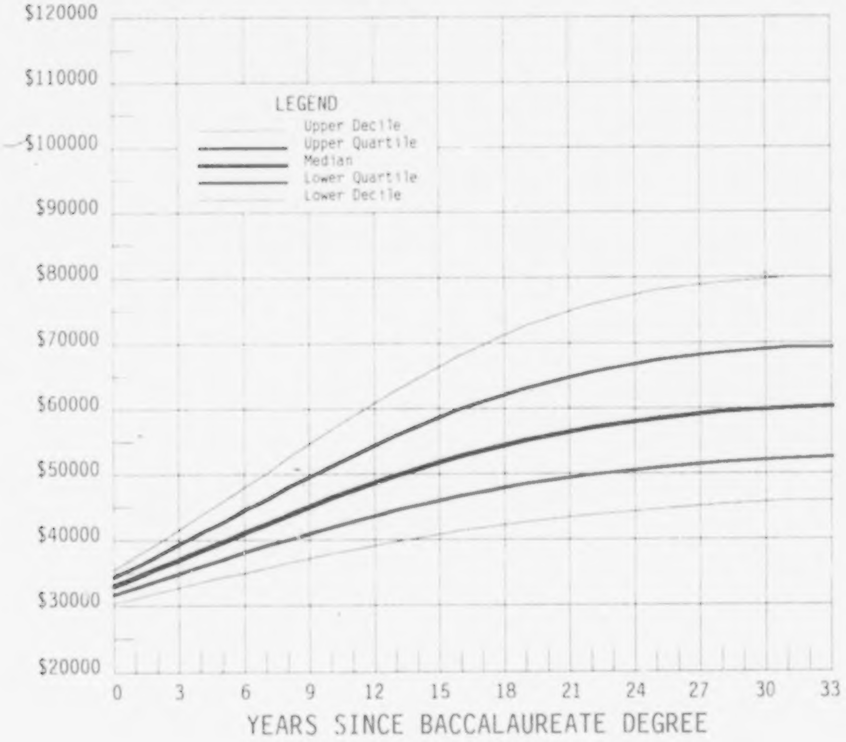
1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68250	80000	91550	102300	111700	119300	125000	128900	132600	101850	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	64000	73250	81600	88700	94350	98450	101250	102950	104350	87800	3.8
Median	0	0	0	0	0	0	0	0	0	58050	65150	71250	76200	80000	82650	84350	85350	86100	72050	4.0
Lower Quartile	0	0	0	0	0	0	0	0	0	53200	58250	62150	64950	66800	67950	68550	68850	69000	61350	5.0
Lower Decile	0	0	0	0	0	0	0	0	0	49550	52900	55250	56750	57700	58200	58450	58550	58600	52250	5.4
Mean	0	0	0	0	0	0	0	0	0	58400	65950	72700	78350	82800	86050	88250	89550	90650	76050	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	66050	84500	89050	103100	115850	119150	138350	121250	117500	101850	
Upper Quartile	0	0	0	0	0	0	0	0	0	61800	74000	82600	91050	97200	91250	104150	106250	96250	87800	
Median	0	0	0	0	0	0	0	0	0	55450	67000	72200	76000	87500	77000	80000	91650	78000	72050	
Lower Quartile	0	0	0	0	0	0	0	0	0	49900	59500	65350	66550	69650	65000	66000	60000	65500	61350	
Lower Decile	0	0	0	0	0	0	0	0	0	47700	50200	60250	60000	57300	52000	60800	53600	55850	52250	
Mean	0	0	0	0	0	0	0	0	0	56050	66900	74000	79150	86600	81650	89400	87050	84750	76050	
Supporting Data																				
Total Number	0	0	0	1	2	2	1	3	5	39	42	75	70	53	37	22	16	19	387	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	3	1	1	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40700	42800	45000	47250	49550	51950	54350	59250	66650	73750	80300	85900	90500	94050	96600	99850	71000	2.2
Upper Quartile	0	0	38950	40950	43050	45150	47250	49400	51500	55700	61550	66550	70550	73350	75150	76100	76400	76150	61550	2.2
Median	0	0	37000	38850	40700	42550	44450	46300	48100	51550	56100	59700	62200	63650	64250	64300	63950	62800	51950	2.2
Lower Quartile	0	0	35100	36800	38450	40100	41700	43200	44650	47250	50250	52100	52800	52700	51950	51000	49950	47900	44450	2.2
Lower Decile	0	0	33200	34550	35850	37150	38350	39450	40500	42350	44350	45450	45800	45500	44850	44050	43200	41650	39550	2.2
Mean	0	0	37050	38850	40600	42400	44250	46050	47800	51300	56050	60100	63300	65550	67000	67800	68100	68000	54600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40900	42700	46300	48900	49750	51800	55300	59000	67650	75500	71350	82150	96500	92500	115000	100000	71000	
Upper Quartile	0	0	39700	40800	43400	47300	46900	48900	53650	54900	62300	68350	66000	71000	74250	76500	87500	76000	61550	
Median	0	0	37500	37800	41150	42500	45050	45500	49500	51100	56150	62000	60400	61200	65000	55250	69350	66650	51950	
Lower Quartile	0	0	34750	36100	38900	40100	42500	41500	43450	47500	49100	54750	54800	51750	46800	49250	54500	48500	44450	
Lower Decile	0	0	32200	31700	36700	38500	38600	38200	39350	44000	43800	44600	47800	42700	43550	44750	40100	45000	39550	
Mean	0	0	37150	37800	41350	43200	44700	45250	48350	51350	55650	61900	60900	64100	65400	66200	74150	69300	54600	
Supporting Data																				
Total Number	0	4	11	17	27	18	34	22	29	100	77	66	48	27	27	15	14	20	556	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

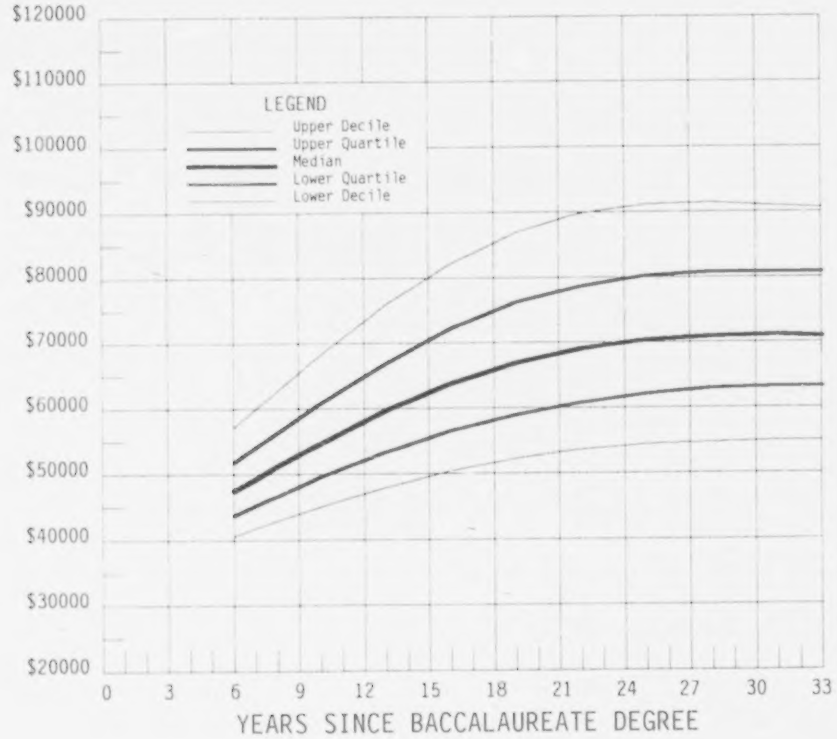
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35550	37500	39500	41600	43700	45850	48050	50250	52450	56800	62950	68350	72750	75950	78100	79300	79900	79950	68500	2.2
Upper Quartile	34350	36000	37650	39350	41050	42800	44500	46250	47950	51250	55900	59950	63250	65700	67450	68600	69250	69700	57500	2.2
Median	33050	34400	35750	37100	38500	39850	41200	42500	43850	46350	49850	52800	55250	57150	58500	59450	60050	60650	47200	2.2
Lower Quartile	31800	32850	33950	35000	36050	37050	38100	39100	40050	41950	44500	46700	48500	49950	51050	51850	52400	53100	40200	2.2
Lower Decile	30300	31150	31950	32750	33550	34300	35050	35800	36500	37850	39700	41300	42650	43750	44600	45300	45750	46450	35350	2.2
Mean	33050	34450	35850	37250	38700	40150	41550	42950	44350	47050	50800	54000	56650	58700	60200	61200	61850	62500	50100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36000	36950	40100	41000	43200	46000	47800	50900	52050	58050	62750	68550	69550	75950	77600	79500	78950	81500	68500	
Upper Quartile	33750	34950	37400	39200	40600	43000	45200	46800	48400	52100	55550	59900	59800	65000	67150	69500	68700	71200	57500	
Median	32500	33350	35400	36650	38400	39950	41550	43400	44850	47200	48900	51750	53600	56850	58300	59400	59700	61950	47200	
Lower Quartile	31100	32150	33550	34350	36200	37300	38100	39500	40550	43000	44200	45200	47150	49750	50100	51950	53050	53800	40200	
Lower Decile	30150	30550	31900	32000	33650	34700	35100	36300	36450	38500	38950	40350	42100	44050	44650	45700	46150	46350	35350	
Mean	33250	33750	35950	36800	38500	40300	41550	43500	44700	47900	50300	53350	54850	58650	59950	61700	61600	63300	50100	
Supporting Data																				
Total Number	240	351	523	565	840	1060	1075	898	820	2135	1379	1010	1074	1044	875	896	1086	1518	17389	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	2	2	8	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

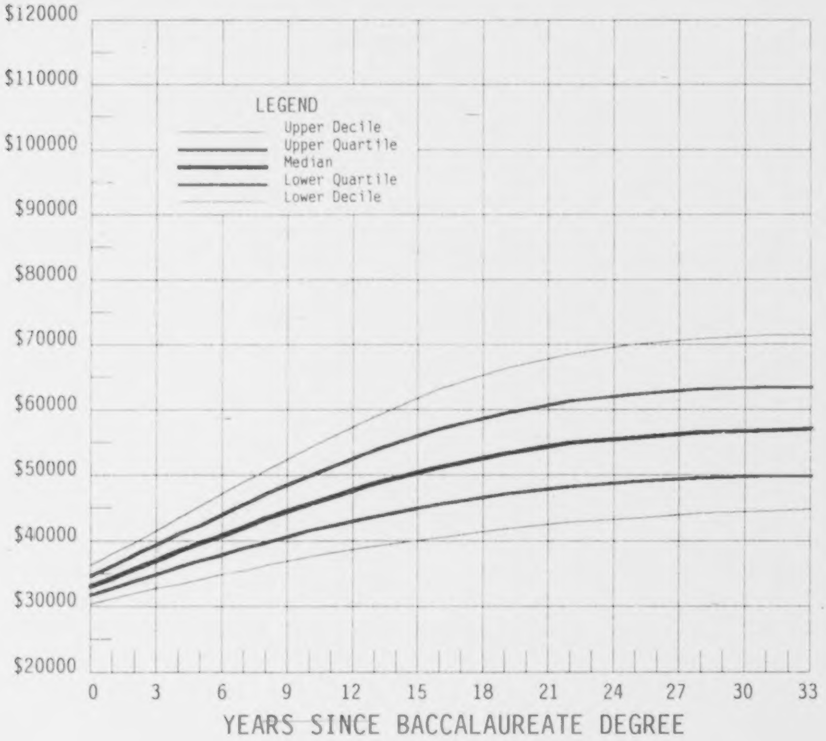
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	57150	59950	62800	68300	75900	82200	86850	89750	91150	91450	91050	89350	87300	2.2
Upper Quartile	0	0	0	0	0	0	51750	54050	56350	60850	67050	72200	76150	78750	80250	80850	80900	30100	75800	2.2
Median	0	0	0	0	0	0	47450	49350	51200	54800	59700	63750	66850	69000	70300	70950	71150	70800	66000	2.2
Lower Quartile	0	0	0	0	0	0	43850	45300	46800	49600	53400	56550	59050	60900	62100	62850	63250	63450	56600	2.2
Lower Decile	0	0	0	0	0	0	40600	41800	42950	45150	48050	50450	52250	53500	54350	54800	55050	55100	49100	2.2
Mean	0	0	0	0	0	0	48550	50500	52400	56150	61200	65400	68550	70750	72000	72600	72750	72300	67350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	55300	67150	63600	69500	78350	77200	85250	90250	90950	91650	89300	91000	87300	
Upper Quartile	0	0	0	0	0	0	51250	60500	56250	61450	67250	70950	75500	78450	80250	80100	79150	81800	75800	
Median	0	0	0	0	0	0	47650	52050	50900	55950	59500	63300	64800	69050	70050	71350	70350	71600	66000	
Lower Quartile	0	0	0	0	0	0	42750	47400	47200	50450	53700	57250	55950	60650	61750	63200	62700	64250	56600	
Lower Decile	0	0	0	0	0	0	39600	42700	43500	46650	47550	49550	50600	53050	54750	56200	55250	54850	49100	
Mean	0	0	0	0	0	0	47850	53850	53500	57050	61250	64250	67700	70050	71450	73100	71950	73250	67350	
Supporting Data																				
Total Number	4	5	5	4	15	14	27	43	55	249	213	223	199	253	231	250	312	464	2566	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	2	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36300	38050	39800	41650	43450	45300	47150	48950	50750	54250	59050	63150	66350	68650	70200	71050	71450	71500	61450	2.2
Upper Quartile	34700	36250	37800	39400	40950	42500	44050	45600	47100	49950	53850	57050	59550	61350	62500	63100	63400	63450	53650	2.2
Median	33200	34500	35800	37100	38400	39650	40900	42150	43350	45650	48750	51300	53350	54850	55850	56500	56900	57150	45500	2.2
Lower Quartile	31850	32900	33900	34950	35950	36950	37900	38850	39750	41500	43750	45650	47100	48250	49000	49550	49850	50150	39150	2.2
Lower Decile	30450	31200	31950	32700	33450	34200	34900	35600	36250	37500	39200	40650	41850	42850	43600	44150	44600	45150	34750	2.2
Mean	33350	34650	35950	37250	38500	39800	41100	42300	43550	45850	48950	51600	53700	55250	56300	57000	57400	57750	47100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35800	37000	40000	40950	43000	45750	47350	49900	51200	55450	58800	62000	62350	68350	69550	71700	70900	73700	61450	
Upper Quartile	33750	34950	37350	39200	40550	42850	45050	46450	47850	50750	53050	55850	57650	59800	61600	63150	62950	65850	53650	
Median	32500	33300	35400	36600	38350	39900	41450	43100	44550	46450	47600	49150	51850	54800	55600	56800	57150	58250	45500	
Lower Quartile	31050	32150	33500	34350	36150	37250	38050	39300	40200	42450	43250	44100	46200	47600	48000	49100	50700	51200	39150	
Lower Decile	30100	30500	31900	32050	33600	34650	35000	36150	36250	38050	38400	39500	41200	42950	43950	44750	45000	45050	34750	
Mean	32850	33750	35850	36750	38250	40150	41400	42950	44050	46700	48350	50300	51900	55000	55800	57300	57400	58950	47100	
Supporting Data																				
Total Number	236	346	518	561	825	1046	1048	855	765	1886	1166	787	875	791	644	646	774	1054	14823	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35300	37200	39200	41200	43250	45350	47450	49600	51700	55800	61550	66500	70350	73050	74750	75600	75900	75550	63650	2.2
Upper Quartile	34300	35900	37550	39200	40850	42500	44150	45800	47450	50550	54850	58500	61350	63450	64800	65600	66000	66100	54400	2.2
Median	33000	34300	35600	36900	38200	39500	40800	42100	43300	45700	48900	51600	53750	55350	56500	57250	57700	58050	45350	2.2
Lower Quartile	31750	32750	33750	34800	35750	36750	37700	38650	39550	41300	43600	45550	47150	48350	49300	49900	50350	50850	38750	2.2
Lower Decile	30300	31050	31800	32500	33250	33950	34650	35300	35950	37200	38850	40350	41600	42600	43450	44100	44550	45250	34350	2.2
Mean	32850	34200	35600	37000	38350	39750	41100	42450	43750	46300	49750	52700	55000	56750	58000	58750	59200	59600	47700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35450	36100	39400	40900	42900	45800	47500	49900	51500	57700	61000	66150	65050	74250	72450	75250	75750	77850	63650	
Upper Quartile	33650	34750	37150	39100	40450	42850	45100	46400	47750	51650	54050	57950	58300	63000	62650	64550	66450	68300	54400	
Median	32450	33250	35250	36500	38200	39750	41250	43000	44350	46500	47800	49600	52100	55900	55550	57150	58000	59150	45350	
Lower Quartile	31000	32100	33400	34250	36000	37100	37800	39150	39700	42150	43250	43950	46150	48500	47900	49000	51400	51650	38750	
Lower Decile	30100	30500	31750	31750	33300	34500	34700	36050	35800	37650	38200	39150	40900	43250	43150	44400	45350	45100	34350	
Mean	32750	33500	35550	36650	38100	40000	41300	43000	44000	47300	49050	51600	53150	57250	56550	58450	59600	60650	47700	
Supporting Data																				
Total Number	230	339	485	512	728	936	911	742	652	1612	990	689	722	641	519	522	731	1028	12989	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	2	5	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	54800	57800	60800	66700	74850	81350	85800	88150	88800	88200	87050	84000	82750	2.2
Upper Quartile	0	0	0	0	0	0	49450	51900	54350	59150	65750	71150	75000	77300	78300	78300	77800	76000	72850	2.2
Median	0	0	0	0	0	0	46000	47950	49850	53550	58500	62550	65500	67350	68350	68650	68500	67650	62700	2.2
Lower Quartile	0	0	0	0	0	0	42350	43850	45350	48250	52050	55150	57400	58900	59750	60100	60150	59700	53700	2.2
Lower Decile	0	0	0	0	0	0	39400	40600	41750	43900	46700	48850	50350	51300	51800	52000	51950	51550	47200	2.2
Mean	0	0	0	0	0	0	46650	48700	50750	54650	59900	64100	67150	69000	69800	69950	69650	68450	64200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	55500	65200	61850	69050	77450	75900	84600	85800	84050	84900	87000	87[illegible]00	82750	
Upper Quartile	0	0	0	0	0	0	51100	56650	52900	61100	65100	70400	74450	76050	73750	77450	76850	78650	72850	
Median	0	0	0	0	0	0	47650	51300	50250	55450	58000	62450	62250	66600	64450	68000	69150	69400	62700	
Lower Quartile	0	0	0	0	0	0	42250	46600	46750	50000	51700	54700	53400	58900	57950	59750	60600	60850	53700	
Lower Decile	0	0	0	0	0	0	39500	42350	42600	45450	46450	47750	48600	50950	49600	52400	52850	52050	47200	
Mean	0	0	0	0	0	0	47800	52200	51600	56450	59500	62800	65500	67450	66500	69850	70050	70050	64200	
Supporting Data																				
Total Number	2	5	5	4	9	11	25	38	46	204	142	145	126	159	125	132	206	288	1672	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35850	37600	39400	41200	43000	44800	46600	48400	50150	53500	58000	61700	64400	66150	67150	67550	67550	67050	58750	2.2
Upper Quartile	34400	35950	37500	39050	40600	42150	43700	45200	46650	49400	53050	56000	58150	59600	60450	60800	60900	60550	50900	2.2
Median	33050	34300	35600	36850	38100	39300	40550	41700	42850	45050	47950	50300	52150	53450	54300	54800	55100	55200	44000	2.2
Lower Quartile	31700	32700	33700	34700	35650	36600	37500	38400	39250	40900	43000	44700	46050	47000	47650	48100	48300	48500	37950	2.2
Lower Decile	30400	31100	31800	32500	33150	33800	34450	35050	35650	36800	38350	39700	40850	41800	42550	43150	43600	44250	33950	2.2
Mean	33100	34400	35650	36900	38150	39400	40650	41850	43000	45200	48100	50500	52300	53650	54500	55050	55300	55400	45250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35400	36200	39250	40900	42800	45600	47000	49200	50500	54950	57500	59600	60400	65500	65250	66450	67400	70400	58750	
Upper Quartile	33650	34750	37100	39050	40400	42750	44950	46050	47100	49900	51950	54250	56250	59000	59150	59750	60500	63250	50900	
Median	32450	33250	35250	36450	38200	39700	41100	42750	44000	45750	46700	47650	50350	53950	53100	54800	55750	56550	44000	
Lower Quartile	31000	32100	33400	34250	36000	37050	37700	38950	39450	41600	42350	42800	45400	46650	46650	47250	49300	49500	37950	
Lower Decile	30100	30450	31700	31750	33250	34450	34650	35900	35500	37150	37650	38600	39650	42250	42450	43300	44500	44400	33950	
Mean	32600	33500	35500	36600	38050	39900	41100	42500	43450	45950	47300	48600	50550	53850	53400	54600	55500	57000	45250	
Supporting Data																				
Total Number	228	334	480	508	719	925	886	704	606	1408	848	544	596	482	394	390	525	740	11317	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	43350	45400	47500	49650	51800	53950	58200	64300	69750	74400	78000	80650	82450	83550	84550	75100	2.2
Upper Quartile	0	0	0	40950	42600	44250	45950	47600	49250	52550	57200	61400	65050	68050	70400	72100	73350	74850	64200	2.2
Median	0	0	0	39100	40400	41700	42950	44250	45500	47950	51400	54550	57300	59650	61500	63000	64100	65650	53950	2.2
Lower Quartile	0	0	0	37450	38350	39300	40200	41100	42000	43800	46300	48650	50800	52700	54300	55700	56800	58500	45750	2.2
Lower Decile	0	0	0	35850	36500	37200	37850	38500	39150	40400	42150	43750	45200	46450	47500	48400	49150	50250	40600	2.2
Mean	0	0	0	39550	40900	42250	43600	44950	46300	48900	52600	55900	58800	61250	63200	64700	65850	67350	56250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	43000	45150	48050	48400	52700	53700	58400	65400	70550	72200	77300	81200	81900	82950	85650	75100	
Upper Quartile	0	0	0	40050	42000	43500	45650	49300	49700	52750	58050	62550	62150	66400	71400	72650	72850	75750	64200	
Median	0	0	0	37800	39550	41200	42700	44750	46700	48750	51600	55000	56050	57600	61700	63350	63550	66950	53950	
Lower Quartile	0	0	0	35850	37500	38650	39650	41450	43500	45250	46100	48100	49150	51500	55050	55550	56800	59400	45750	
Lower Decile	0	0	0	34400	36000	36750	37100	38300	40100	41850	41750	44150	44650	45050	46500	48600	48850	51500	40600	
Mean	0	0	0	38200	40750	42200	42750	45550	47000	49550	52900	56250	57250	59900	63650	65050	65300	68250	56250	
Supporting Data																				
Total Number	10	12	38	53	109	122	161	149	164	501	355	290	313	364	312	331	321	449	4054	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67300	75300	82150	87350	90800	92700	93350	93200	91800	90700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61500	67650	72950	77200	80300	82400	83550	84150	84250	79600	2.2
Median	0	0	0	0	0	0	0	0	0	56850	61500	65450	68600	70950	72550	73550	74150	74500	70400	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52400	56400	59800	62450	64450	65750	66600	67050	67350	62650	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47700	51550	54800	57300	59100	60200	60850	61200	61350	56000	4.6
Mean	0	0	0	0	0	0	0	0	0	58350	63250	67450	70750	73200	74900	75900	76450	76750	72250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	67400	77400	77350	90750	93850	91100	92350	91750	92750	90700	
Upper Quartile	0	0	0	0	0	0	0	0	0	61600	69600	70600	75000	83750	83050	81600	84100	84650	79600	
Median	0	0	0	0	0	0	0	0	0	57500	62200	64000	68000	70950	74500	73300	72900	74850	70400	
Lower Quartile	0	0	0	0	0	0	0	0	0	52800	56600	60500	60350	63700	67400	67900	65050	67650	62650	
Lower Decile	0	0	0	0	0	0	0	0	0	48650	51300	56800	54050	55100	61950	60350	59900	64350	56000	
Mean	0	0	0	0	0	0	0	0	0	58850	64000	66250	70100	73650	76100	75450	75300	77250	72250	
Supporting Data																				
Total Number	2	0	0	0	5	3	2	5	8	43	63	70	64	86	89	107	99	165	811	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43150	44700	46200	47700	49250	50750	52250	55200	59350	63200	66550	69400	71750	73550	74950	76900	67000	2.2
Upper Quartile	0	0	40450	41800	43200	44550	45900	47200	48500	51050	54650	57800	60550	62800	64550	65950	66950	68300	58750	2.2
Median	0	0	38100	39300	40450	41650	42800	43900	45000	47150	50150	52750	55000	56850	58300	59400	60250	61350	50550	2.2
Lower Quartile	0	0	36450	37350	38250	39150	40000	40900	41700	43350	45600	47600	49350	50800	52050	53000	53750	54850	44400	2.2
Lower Decile	0	0	34500	35300	36050	36800	37550	38250	38950	40200	41900	43300	44450	45300	45950	46450	46800	47200	39600	2.2
Mean	0	0	38550	39750	40900	42050	43200	44300	45400	47550	50500	53150	55400	57250	58700	59850	60700	61850	52250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	50600	43000	43950	47050	48200	52150	52550	55850	59600	65450	64050	67450	71900	74050	75950	77300	67000	
Upper Quartile	0	0	43600	40050	41600	43350	45550	48650	49350	52000	55550	57950	58900	60100	64050	66250	66850	70350	58750	
Median	0	0	39000	37800	39400	41100	42650	44500	46500	48250	49850	51950	53900	55700	58200	58950	60800	62550	50550	
Lower Quartile	0	0	36400	35850	37350	38600	39600	41350	43300	44950	45200	46450	47850	49200	52600	52800	54150	56100	44400	
Lower Decile	0	0	33500	34400	35850	36700	37050	38200	39900	41600	41150	42850	43950	44100	45400	46800	46750	48200	39600	
Mean	0	0	40800	38200	39750	41600	42650	44800	46450	48650	50500	53100	53950	55650	58650	60100	60850	63000	52250	
Supporting Data																				
Total Number	8	12	38	53	104	119	159	144	156	458	292	220	249	278	223	224	222	284	3243	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

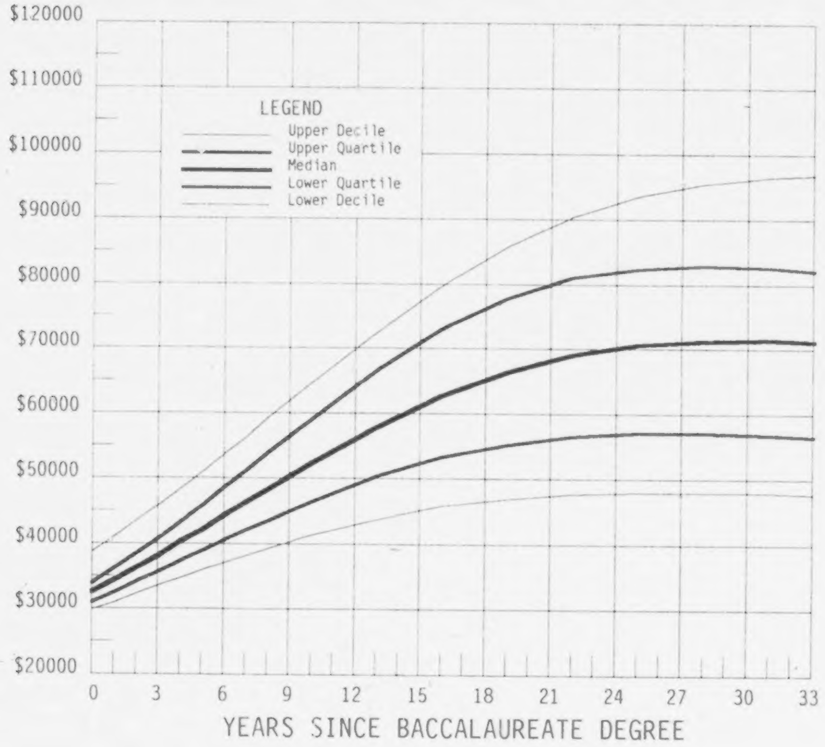
1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72850	76850	80650	84250	87550	90550	93200	95400	98950	88500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61000	66750	71900	76250	79650	82150	83900	85000	86100	80050	2.2
Median	0	0	0	0	0	0	0	0	0	55600	59250	62900	66000	68300	69850	70750	71200	71450	66350	4.6
Lower Quartile	0	0	0	0	0	0	0	0	0	49400	52900	55900	58250	60100	61350	62250	62750	63250	56700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	46550	47650	49650	51700	53350	54500	55200	55550	55750	50750	4.6
Mean	0	0	0	0	0	0	0	0	0	56900	61050	64650	67700	70100	71950	73300	74200	75250	68600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71200	77200	84500	82600	88100	91500	92850	87650	104500	88500	
Upper Quartile	0	0	0	0	0	0	0	0	0	59650	69500	70500	74600	80400	83750	83750	82500	87200	80050	
Median	0	0	0	0	0	0	0	0	0	56000	58400	63650	64500	70000	72000	74000	65350	71000	66350	
Lower Quartile	0	0	0	0	0	0	0	0	0	50500	50750	57750	58750	59650	61000	65400	58000	64700	56700	
Lower Decile	0	0	0	0	0	0	0	0	0	47900	44600	53100	53700	49700	56250	58600	52400	54850	50750	
Mean	0	0	0	0	0	0	0	0	0	57300	60250	65750	66900	69550	73550	75400	69550	76500	68600	
Supporting Data																				
Total Number	0	0	0	0	3	2	3	7	4	22	34	31	39	39	44	43	34	41	346	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	62700	68700	73900	78100	81150	83150	84350	84950	85100	82450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59700	64400	68500	71900	74600	76700	78200	79300	80400	72450	3.0
Median	0	0	0	0	0	0	0	0	0	54000	57800	61000	63400	65150	66250	66900	67200	67250	62400	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48200	51700	54450	56450	57700	58400	58700	58650	58200	54800	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	46300	47050	48700	50450	51950	53000	53650	54000	54200	49150	4.6
Mean	0	0	0	0	0	0	0	0	0	54750	58150	61250	63800	65850	67300	68300	68850	69300	63950	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	62000	71400	71400	75200	84750	84100	83800	84400	85000	82450	
Upper Quartile	0	0	0	0	0	0	0	0	0	58650	67350	66850	70000	75250	77000	78650	81050	79000	72450	
Median	0	0	0	0	0	0	0	0	0	55000	56000	62500	62000	67000	64650	71200	62800	68000	62400	
Lower Quartile	0	0	0	0	0	0	0	0	0	50000	48500	56750	56500	57000	57850	63000	55750	58000	54800	
Lower Decile	0	0	0	0	0	0	0	0	0	47750	43400	53300	53000	47300	54700	56400	51700	54200	49150	
Mean	0	0	0	0	0	0	0	0	0	55200	56950	63100	62750	66150	67350	70700	66550	69100	63950	
Supporting Data																				
Total Number	0	0	0	0	2	2	3	7	3	20	26	23	30	31	27	32	27	30	263	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

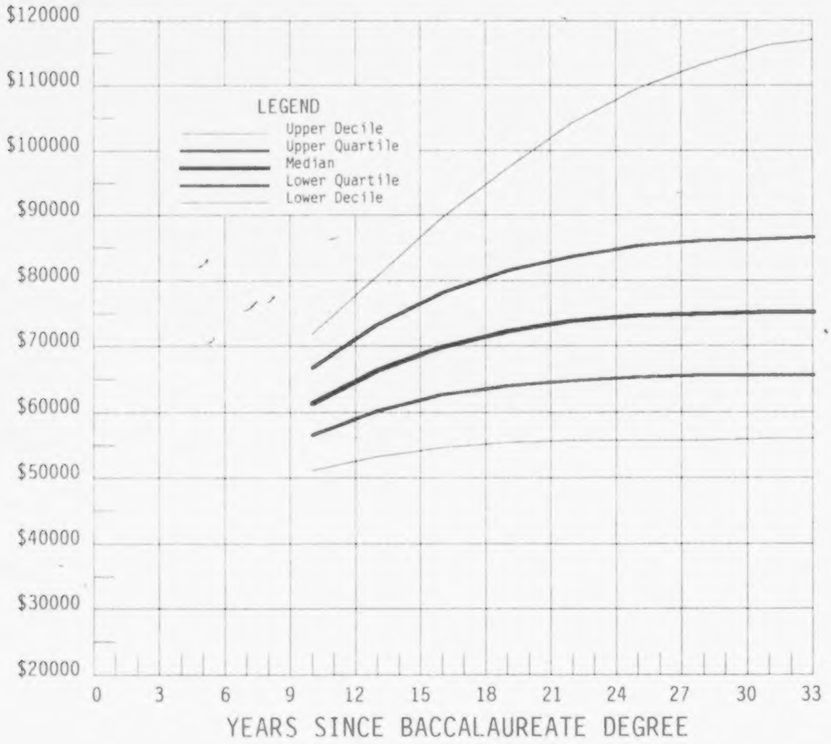
SALARY CURVES FOR ENGINEERS IN COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38800	41050	43450	45900	48400	51000	53650	56400	59100	64600	72600	79800	85800	90350	93500	95450	96550	97250	77750	4.4
Upper Quartile	33950	36150	38450	40850	43300	45850	48450	51100	53750	59050	66550	73000	77850	80950	82500	82900	82550	80800	64850	2.2
Median	32500	34350	36250	38150	40150	42200	44250	46300	48350	52350	58000	62800	66500	69100	70600	71300	71450	70900	51450	2.2
Lower Quartile	30950	32500	34100	35700	37300	38900	40500	42050	43600	46500	50300	53250	55300	56500	57000	57000	56700	55800	42050	2.2
Lower Decile	29800	31050	32250	33500	34700	35900	37050	38200	39250	41250	43800	45750	47000	47750	48100	48100	47950	47400	36350	2.2
Mean	33200	35050	36950	38900	40900	42950	45050	47100	49200	53250	58900	63700	67400	69950	71500	72150	72300	71750	54950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42800	39500	39800	42300	48200	51200	52350	56800	57200	66750	79150	79050	84200	89400	95150	78400	97000	94750	77750	
Upper Quartile	35600	35900	35700	39600	41900	46000	49450	51500	52600	60950	69900	70450	74000	79650	82800	73600	90000	90600	64850	
Median	34400	33600	34600	36850	39300	42200	43600	45900	48750	54050	59800	61350	61350	72350	74500	62650	78000	72800	51450	
Lower Quartile	31000	32050	33000	34800	37300	39600	40700	42200	45100	47700	49350	50750	52150	59150	61000	56000	60000	54500	42050	
Lower Decile	28950	30250	30400	32700	36050	38050	37000	39350	41500	40900	43200	43100	45350	49250	51900	45200	47900	50200	36350	
Mean	34300	34750	34750	37250	40800	43500	45050	47200	49400	54450	60650	61400	63650	71350	72950	66600	77300	75950	54950	
Supporting Data																				
Total Number	24	25	22	27	42	52	45	58	58	127	97	82	68	55	39	24	16	22	883	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	4	
Less Than $22000	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

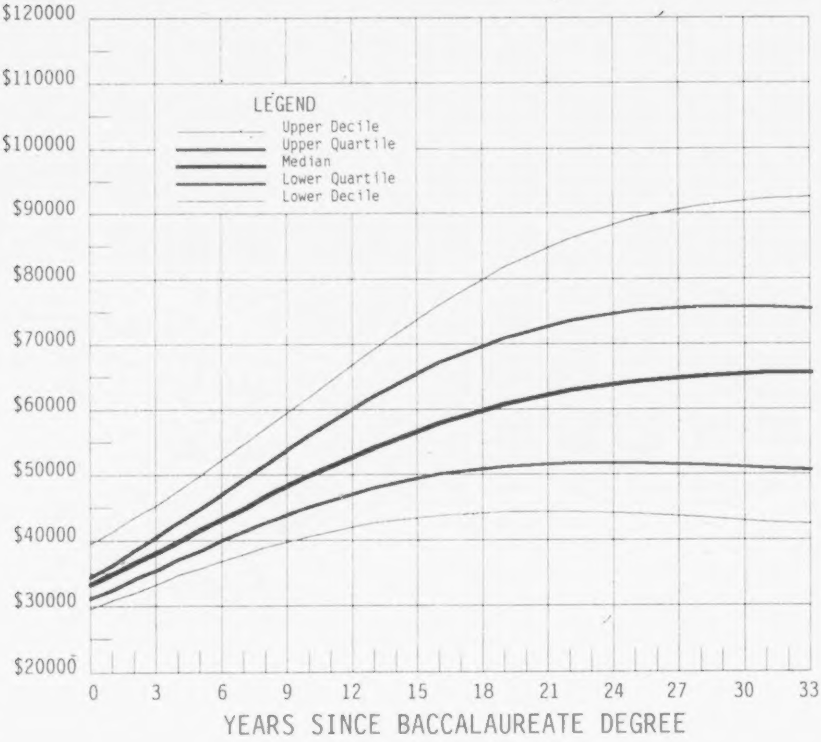
SALARY CURVES FOR ENGINEERS IN COMPUTERS
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71650	80750	89550	97450	104150	109500	113450	116200	119500	91500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66650	73300	78200	81600	83850	85250	86050	86500	86800	77650	4.2
Median	0	0	0	0	0	0	0	0	0	61450	66500	70000	72300	73750	74650	75000	75200	75300	68150	5.0
Lower Quartile	0	0	0	0	0	0	0	0	0	56650	60400	62750	64100	64900	65300	65500	65600	65600	59450	5.6
Lower Decile	0	0	0	0	0	0	0	0	0	51150	53450	54700	55350	55650	55800	55850	55900	55900	52350	6.6
Mean	0	0	0	0	0	0	0	0	0	61550	67250	71500	74500	76450	77700	78450	78850	79100	70600	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	68000	0	70600	87500	88150	91500	96500	99000	125000	0	150000	91500	
Upper Quartile	0	0	0	0	0	0	0	61000	0	65800	73000	77250	82500	82100	95000	74000	0	93750	77650	
Median	0	0	0	0	0	0	0	53000	0	61750	67600	69200	72000	75000	80000	68000	0	72000	68150	
Lower Quartile	0	0	0	0	0	0	0	48500	0	58150	60600	62750	62000	66350	73350	58000	0	62000	59450	
Lower Decile	0	0	0	0	0	0	0	42500	0	55100	53500	53300	55100	57400	54800	53000	0	56000	52350	
Mean	0	0	0	0	0	0	0	54300	0	62150	67700	70100	73600	75650	81250	72400	0	86650	70600	
Supporting Data																				
Total Number	0	0	0	0	1	3	4	10	5	27	35	31	24	27	16	10	7	10	210	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN COMPUTERS
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39500	41400	43350	45450	47600	49850	52200	54550	57000	61950	69300	76100	81800	86200	89300	91200	92250	92950	70450	4.4
Upper Quartile	34350	36300	38400	40500	42650	44850	47050	49300	51550	55950	62050	67150	71050	73700	75100	75650	75650	74700	56000	2.2
Median	33250	34850	36500	38150	39850	41550	43200	44900	46550	49800	54200	57950	60900	63000	64400	65150	65500	65500	47400	2.2
Lower Quartile	31200	32650	34150	35600	37100	38500	39950	41300	42600	45000	47950	50050	51300	51850	51800	51450	50950	49750	40100	2.2
Lower Decile	29600	30850	32100	33350	34550	35700	36850	37900	38850	40600	42600	43800	44350	44350	44000	43450	42800	41600	35200	2.2
Mean	33350	35100	36850	38650	40450	42300	44100	45900	47700	51100	55650	59350	62050	63750	64600	64900	64750	63950	50050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42800	39500	39800	42300	46850	49450	51250	54600	56700	65150	77800	71900	78400	88000	84250	78400	0	92000	70450	
Upper Quartile	35600	35900	35700	39600	41450	45400	48400	49000	52300	56500	63650	65500	66000	78000	78250	73000	0	76000	56000	
Median	34400	33600	34600	36850	39200	41950	43100	44750	48600	51800	54200	54500	56000	68000	65500	62000	0	73000	47400	
Lower Quartile	31000	32050	33000	34800	37250	39450	40250	41850	45150	45700	46700	45650	49000	56000	54750	51500	0	51500	40100	
Lower Decile	28950	30250	30400	32700	36000	37950	36200	38600	41800	40200	41100	41550	43100	42200	50450	42200	0	44600	35200	
Mean	34300	34750	34750	37250	40000	43000	43750	45750	49050	52400	56700	56150	58200	67200	67150	62500	0	67050	50050	
Supporting Data																				
Total Number	24	25	22	27	41	49	41	48	53	100	62	51	44	28	23	14	9	12	673	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1991 ENGINEERING SALARY STATISTICS: COMPUTERS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38750	40850	43000	45300	47700	50200	52750	55400	58050	63400	71200	78250	84000	88350	91250	93000	93900	0	72650	4.6
Upper Quartile	33800	36100	38450	40900	43400	45900	48400	50950	53450	58350	65100	70800	75300	78500	80650	81900	82500	0	60850	4.6
Median	32600	34500	36400	38350	40300	42250	44200	46100	48000	51600	56500	60550	63750	66000	67550	68500	69000	0	48600	4.4
Lower Quartile	31000	32550	34100	35700	37300	38850	40400	41950	43400	46100	49550	52050	53650	54350	54450	54150	53650	0	40550	2.2
Lower Decile	29500	30850	32200	33550	34850	36150	37350	38550	39650	41650	43950	45450	46100	46150	45800	45150	44500	0	35350	2.2
Mean	33050	34950	36850	38800	40800	42800	44850	46900	48900	52750	58000	62300	65350	67250	68100	68250	67950	0	51800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42800	39800	35850	41300	46850	52250	52450	55650	57600	66400	76950	71600	83850	85500	95000	75200	99500	0	72650	
Upper Quartile	35600	35600	35350	39600	41250	46900	48950	50500	52400	61250	67500	66700	76750	77000	85000	63350	91250	0	60850	
Median	34400	33500	34500	37400	39250	42350	43300	45100	48800	54200	59000	55700	63600	64000	76000	61350	66000	0	48600	
Lower Quartile	31000	32000	32850	35400	37350	39450	40450	42050	45000	47550	48250	46450	54250	53000	66000	56000	49600	0	40550	
Lower Decile	28950	30200	29700	33800	36050	37800	37800	39200	41500	41100	43800	41900	45300	42200	60000	41600	47150	0	35350	
Mean	34300	34650	33950	37650	39850	43800	44900	46700	49500	54200	58800	57900	65050	65250	76150	60550	74700	0	51800	
Supporting Data																				
Total Number	24	24	17	19	31	45	39	46	48	92	58	45	37	28	20	12	11	7	603	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

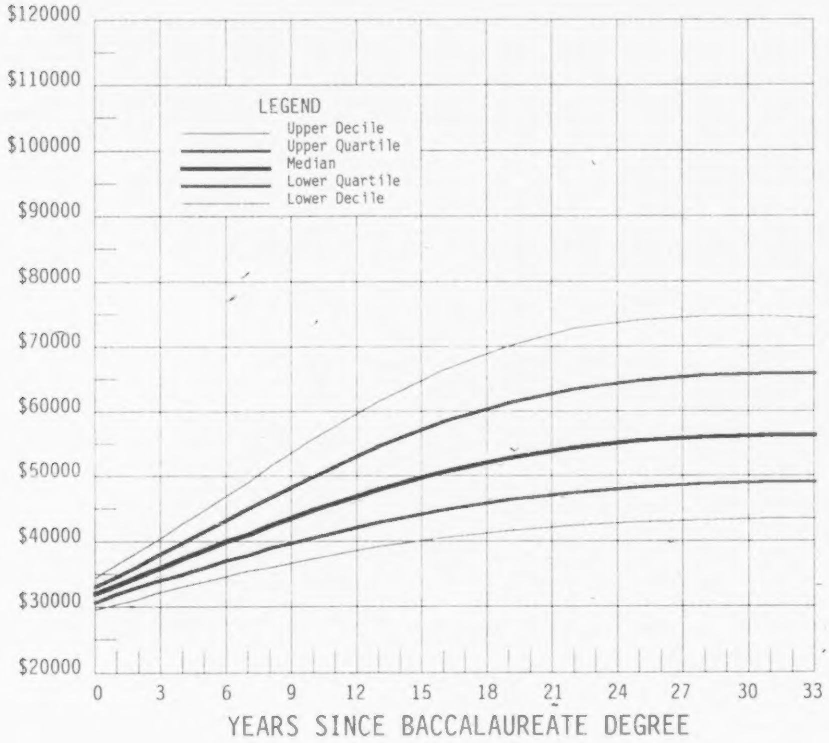
1991 ENGINEERING SALARY STATISTICS: COMPUTERS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38650	40500	42450	44550	46700	48950	51300	53650	56100	61100	68500	75350	81150	85650	88800	0	0	0	64050	4.4
Upper Quartile	34250	36200	38200	40300	42450	44600	46800	48950	51150	55400	61200	66050	69650	71950	73150	0	0	0	54000	2.2
Median	32800	34550	36300	38050	39850	41600	43350	45100	46800	49950	54050	57150	59150	60200	60450	0	0	0	45600	2.2
Lower Quartile	30900	32500	34100	35650	37200	38700	40150	41550	42800	45050	47400	48600	48800	48250	47250	0	0	0	39250	2.2
Lower Decile	29200	30650	32050	33450	34850	36150	37350	38500	39550	41300	42950	43550	43300	42450	41350	0	0	0	34700	2.2
Mean	33150	34900	36700	38500	40350	42150	44000	45750	47500	50800	55000	58200	60250	61250	61450	0	0	0	47950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42800	39800	35850	41300	46850	49900	50900	54850	56950	63800	70000	70400	78400	82500	90000	0	0	0	64050	
Upper Quartile	35600	35600	35350	39600	41250	46250	47200	48950	52100	56500	62000	60000	66000	76500	82500	0	0	0	54000	
Median	34400	33500	34500	37400	39250	42000	42750	44550	48650	51950	53750	52250	58000	58000	72000	0	0	0	45600	
Lower Quartile	31000	32000	32850	35400	37350	39250	40050	41750	45050	45350	47000	44000	50000	43600	61000	0	0	0	39250	
Lower Decile	28950	30200	29700	33800	36050	37700	37000	38700	41800	40350	42000	41100	44300	39500	50000	0	0	0	34700	
Mean	34300	34650	33950	37650	39850	43250	43350	45800	49100	51900	55200	53500	59000	60700	70450	0	0	0	47950	
Supporting Data																				
Total Number	24	24	17	19	31	42	35	39	43	73	40	32	24	15	10	9	8	3	488	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1991 ENGINEERING SALARY STATISTICS: COMPUTERS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67650	75250	82450	89100	94850	99600	103400	106200	110000	82950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59650	66700	72750	77400	80550	82350	83000	83000	81950	72350	2.2
Median	0	0	0	0	0	0	0	0	0	52800	57900	62300	65750	68200	69850	70750	71150	71100	55950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	47550	50850	53300	55050	56250	57000	57400	57650	57800	47450	4.4
Lower Decile	0	0	0	0	0	0	0	0	0	41450	44300	46650	48500	49900	50850	51500	51900	52200	39550	3.8
Mean	0	0	0	0	0	0	0	0	0	54150	59600	64300	68150	71000	72900	74050	74600	74800	60550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	55700	0	0	59200	0	66600	79350	86250	81000	100000	96000	79600	0	137500	82950	
Upper Quartile	0	0	0	0	42900	0	0	54500	0	58800	70250	75500	70650	82500	79500	75250	0	90600	72350	
Median	0	0	0	0	39500	0	0	48500	0	53500	58800	66000	57000	76000	66000	72500	0	73500	55950	
Lower Quartile	0	0	0	0	37150	0	0	43000	0	47900	51100	54500	51200	68000	54100	55250	0	55250	47450	
Lower Decile	0	0	0	0	36050	0	0	41200	0	40400	41750	47000	47800	64000	51200	50300	0	45500	39550	
Mean	0	0	0	0	43450	0	0	49300	0	54300	60850	65450	61000	77900	69750	73300	0	78750	60550	
Supporting Data																				
Total Number	0	1	5	8	11	7	5	12	9	34	35	30	28	20	18	11	4	15	253	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

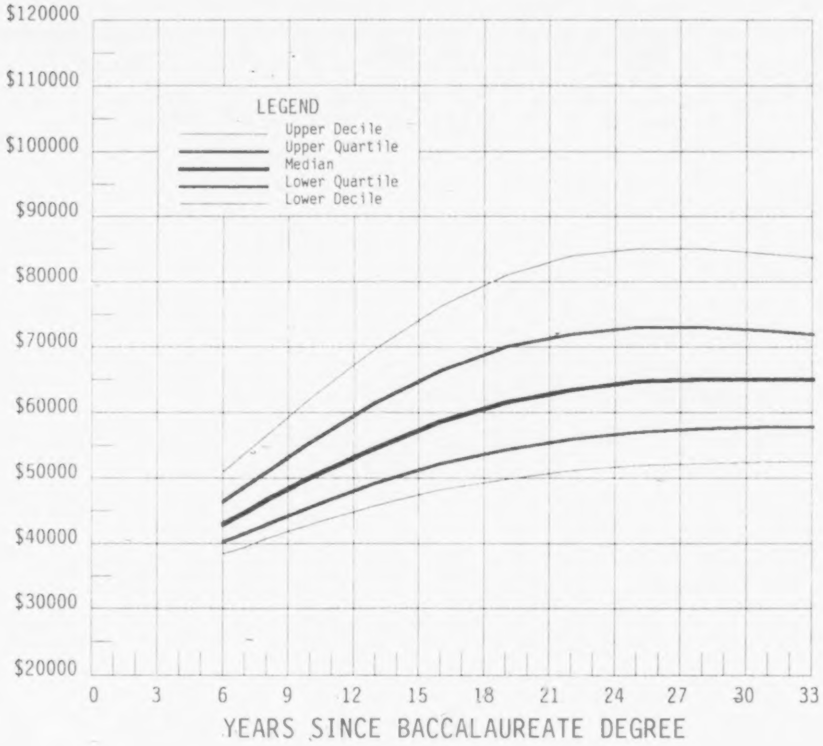
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34500	36450	38500	40550	42700	44850	47000	49200	51400	55650	61550	66500	70250	72750	74150	74700	74650	73800	63250	2.2
Upper Quartile	33050	34650	36350	38050	39750	41500	43250	44950	46650	49950	54550	58400	61400	63500	64900	65650	65950	65850	52350	2.2
Median	31950	33300	34600	35950	37250	38600	39900	41200	42450	44800	48050	50700	52800	54350	55350	55950	56250	56450	43950	2.2
Lower Quartile	30800	31900	33000	34050	35050	36100	37050	38000	38950	40650	42950	44850	46350	47450	48250	48800	49100	49400	36650	3.8
Lower Decile	29550	30400	31300	32150	33000	33800	34600	35350	36100	37450	39200	40550	41650	42400	42900	43150	43350	43400	32850	2.2
Mean	32000	33400	34850	36250	37700	39100	40550	41950	43300	45900	49500	52450	54800	56450	57600	58250	58550	58700	46300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34000	36350	37650	40300	45600	45850	47300	48600	53800	54600	61150	66050	69100	71150	77450	74000	79350	72000	63250	
Upper Quartile	32750	33950	36150	37850	42250	42250	43800	44800	47400	49650	54350	57250	60050	62700	65850	65850	69600	65000	52350	
Median	31450	33050	34850	35900	37550	38500	39550	41200	43050	45450	48150	49150	50800	55600	55250	56900	59400	55000	43950	
Lower Quartile	30650	32150	33350	33750	34750	35700	36450	36450	40100	41500	43100	44500	45850	48300	47600	48150	51600	47800	36650	
Lower Decile	30150	30600	32050	30700	32600	33400	34400	34150	37700	37850	39150	40850	41200	42300	43050	42500	43800	43400	32850	
Mean	32050	33400	34850	35950	38500	39050	40450	41050	44500	46150	49500	51400	54250	56200	58250	58350	61550	57250	46300	
Supporting Data																				
Total Number	110	128	140	99	82	103	122	113	109	290	208	144	159	125	95	85	95	120	2327	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	3	
Less Than $22000	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

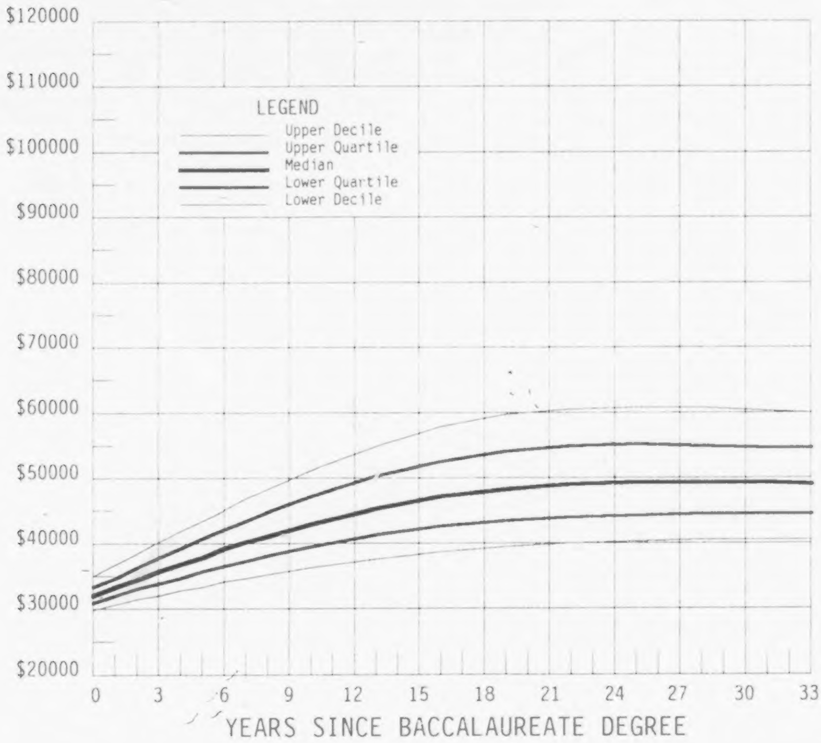
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	51000	53800	56600	62150	69950	76400	81100	83900	85000	85000	84250	81950	76300	2.2
Upper Quartile	0	0	0	0	0	0	46500	48800	51050	55500	61600	66500	70050	72100	73000	73000	72450	70800	67000	2.2
Median	0	0	0	0	0	0	43000	44800	46600	50050	54750	58650	61600	63550	64700	65150	65200	64650	57800	2.2
Lower Quartile	0	0	0	0	0	0	40250	41700	43050	45700	49300	52250	54500	56100	57100	57600	57850	57800	49600	2.2
Lower Decile	0	0	0	0	0	0	38350	39550	40700	42900	45800	48150	49900	51150	51950	52350	52500	52500	44550	2.2
Mean	0	0	0	0	0	0	43950	45850	47800	51500	56500	60700	63800	65800	66900	67300	67200	66450	59550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	53300	53300	62200	63550	70950	71650	79600	77200	84500	93000	83000	86000	76300	
Upper Quartile	0	0	0	0	0	0	48700	46600	56000	55800	61100	66150	67000	70150	77000	74000	73000	71100	67000	
Median	0	0	0	0	0	0	45750	44250	48900	49650	56000	58000	59000	62150	66000	64000	66650	65600	57800	
Lower Quartile	0	0	0	0	0	0	40750	42600	45800	46050	49550	50900	51950	56100	57850	58350	58850	58000	49600	
Lower Decile	0	0	0	0	0	0	37800	41650	42800	42850	45800	47950	48300	50400	53100	52100	53600	52500	44550	
Mean	0	0	0	0	0	0	46100	45550	50900	51600	56600	58800	62850	63100	68700	68850	68350	66550	59550	
Supporting Data																				
Total Number	4	1	5	4	4	3	19	19	28	78	78	55	73	57	41	34	60	52	615	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35050	36750	38450	40150	41850	43550	45200	46850	48400	51300	55050	57800	59650	60600	60850	60700	60250	59100	52550	2.2
Upper Quartile	33350	34800	36300	37750	39250	40700	42100	43450	44800	47200	50300	52600	54100	54900	55150	55050	54750	53900	46600	2.2
Median	32100	33300	34500	35700	36850	38000	39100	40150	41200	43050	45400	47200	48350	49050	49350	49400	49250	48800	40600	2.2
Lower Quartile	31050	32000	32950	33900	34800	35650	36500	37300	38100	39500	41250	42600	43500	44100	44400	44550	44550	44350	35050	2.2
Lower Decile	29850	30600	31350	32100	32800	33450	34100	34700	35300	36350	37700	38750	39500	40000	40300	40500	40550	40550	32200	2.2
Mean	32300	33550	34750	36000	37150	38350	39450	40550	41600	43500	45900	47750	49000	49750	50100	50150	50050	49600	41550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33950	36350	37600	39950	45400	45500	45700	47950	47950	51300	53000	56550	56400	61250	61200	65900	59350	59600	52550	
Upper Quartile	32550	33900	36150	37700	42050	42000	42550	43900	44200	47950	49200	49950	50850	56450	54500	58600	54600	54900	46600	
Median	31400	33050	34850	35700	37500	38300	38700	39400	41850	43850	45050	45800	46800	50600	49000	49850	49750	49100	40600	
Lower Quartile	30600	32150	33350	33600	34750	35600	36150	35800	39200	40200	41150	42450	42600	44300	44500	45200	43450	44700	35050	
Lower Decile	30150	30550	32050	30600	32550	33350	34150	33800	37000	36950	38150	39350	36600	40400	41500	38150	41200	41850	32200	
Mean	31700	33350	34850	35500	38300	38900	39400	40150	42300	44100	45250	46800	46950	50450	50300	51350	49950	50150	41550	
Supporting Data																				
Total Number	106	127	135	95	78	100	103	94	81	212	130	89	86	68	54	51	35	68	1712	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34550	36350	38200	40050	41950	43900	45850	47800	49750	53550	58800	63350	67000	69600	71300	72300	72750	72750	60150	2.2
Upper Quartile	33050	34600	36200	37800	39400	41000	42600	44200	45750	48800	52950	56450	59200	61200	62500	63250	63600	63650	50050	2.2
Median	32000	33250	34500	35750	36950	38200	39400	40600	41750	43950	46900	49350	51300	52700	53700	54300	54650	54900	42550	2.2
Lower Quartile	30900	31900	32900	33900	34900	35800	36750	37650	38500	40100	42250	44100	45500	46650	47450	48000	48350	48650	35750	3.6
Lower Decile	29650	30500	31300	32100	32850	33600	34300	35000	35700	36900	38500	39800	40800	41500	42000	42300	42500	42650	32500	2.2
Mean	32050	33350	34650	36000	37300	38650	39950	41200	42450	44850	48150	50900	53100	54700	55800	56550	56950	57250	44650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33950	35900	37500	40100	45700	45050	46550	47650	49450	52750	58150	63250	65800	67250	76500	70550	78150	70850	60150	
Upper Quartile	32650	33900	36000	37550	42350	42000	43300	43900	45850	48550	52350	55400	57600	61800	62600	62500	69400	62150	50050	
Median	31450	33000	34800	35700	37400	38400	39150	40400	42400	44350	47000	47600	49950	54650	52600	54000	58000	53950	42550	
Lower Quartile	30650	32150	33300	33500	34600	35750	36300	36100	39500	40800	42500	43500	45200	48400	46600	47600	50550	46800	35750	
Lower Decile	30150	30550	32050	30600	32500	33400	34250	33950	37200	37050	39050	40250	39400	42250	42700	40700	42900	42900	32500	
Mean	31750	33200	34700	35800	38450	38850	39850	40500	43150	45000	47950	49950	52450	55250	56850	55900	59800	55900	44650	
Supporting Data																				
Total Number	109	126	134	93	78	89	110	99	88	228	170	113	123	91	75	68	74	97	1965	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	50250	52900	55400	60200	66300	71150	74750	77300	79000	80100	80700	81200	73700	3.8
Upper Quartile	0	0	0	0	0	0	45600	47750	49750	53650	58750	62900	66150	68500	70200	71300	71950	72550	63950	3.6
Median	0	0	0	0	0	0	42450	44200	45850	48950	53050	56400	58950	60850	62250	63150	63750	64250	56050	3.4
Lower Quartile	0	0	0	0	0	0	39750	41150	42500	45050	48350	51050	53150	54700	55850	56650	57150	57700	48650	3.2
Lower Decile	0	0	0	0	0	0	37850	39000	40150	42300	45200	47600	49400	50700	51550	52050	52250	52300	43400	2.2
Mean	0	0	0	0	0	0	43300	45150	46900	50200	54600	58150	60950	63000	64450	65400	66000	66500	57650	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	49550	53900	60400	61700	62750	71100	73000	73600	84000	78600	82000	85350	73700	
Upper Quartile	0	0	0	0	0	0	46800	46800	51500	53250	58400	64350	64850	66000	76000	70250	73350	71000	63950	
Median	0	0	0	0	0	0	44400	43850	48000	48750	52850	56500	56400	61100	62650	62000	67000	64000	56050	
Lower Quartile	0	0	0	0	0	0	39250	42400	45100	44800	48100	50450	51800	54500	56550	57150	58300	57650	48650	
Lower Decile	0	0	0	0	0	0	36600	41550	42200	42350	45100	47450	48500	49400	52200	51050	53400	52850	43400	
Mean	0	0	0	0	0	0	43350	45550	49000	50150	53800	57850	60750	61050	67550	65350	67000	65950	57650	
Supporting Data																				
Total Number	3	1	5	4	4	3	13	17	18	59	59	39	55	42	32	27	44	38	463	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

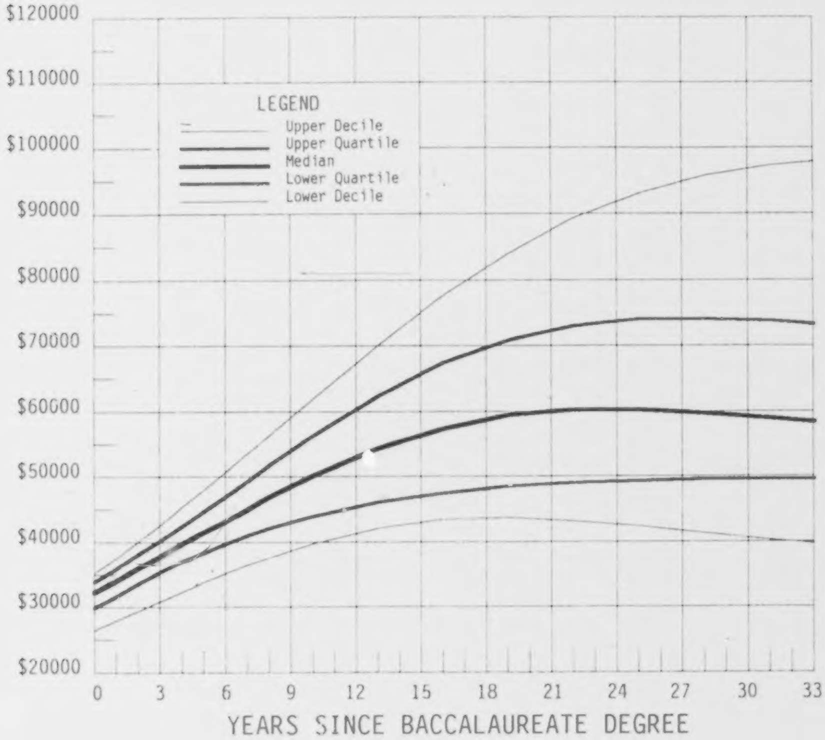
1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34000	36100	38100	40050	41900	43700	45350	46850	48300	50750	53600	55600	56950	57850	58350	58700	58850	58950	50950	4.2
Upper Quartile	33250	34650	36050	37500	38900	40250	41600	42900	44100	46400	49250	51350	52700	53400	53650	53550	53250	52400	45450	2.2
Median	31950	33150	34300	35450	36550	37650	38750	39750	40750	42550	44800	46500	47650	48350	48700	48750	48650	48250	39500	2.2
Lower Quartile	31000	31900	32800	33700	34550	35400	36200	37000	37700	39050	40750	42000	42950	43550	43850	44050	44050	43950	34550	2.2
Lower Decile	30000	30700	31350	32050	32650	33300	33850	34450	34950	35900	37150	38050	38750	39200	39500	39700	39750	39800	31950	2.2
Mean	32150	33350	34550	35700	36850	37950	39050	40100	41100	42900	45200	46950	48100	48600	49100	49150	49000	48550	40650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33950	35950	37450	39650	45550	44700	45900	46600	46650	50050	52550	55300	55400	60900	58800	62550	58650	58350	50950	
Upper Quartile	32550	33900	36000	37450	42150	41700	42600	43050	43700	46550	48400	48500	49550	55450	51950	55600	54100	54200	45450	
Median	31400	33000	34800	35550	37350	38150	38600	38450	41500	43050	44500	45150	46000	50850	47950	49050	49400	48500	39500	
Lower Quartile	30600	32100	33350	33300	34600	35600	36100	35500	38850	39350	40950	41900	41650	44550	43900	44150	42950	44450	34550	
Lower Decile	30150	30550	31950	30500	32500	33300	34100	33400	36750	36400	38350	39200	33850	40200	41500	36200	41000	41650	31950	
Mean	31700	33150	34700	35250	38250	39650	39400	39500	41650	43200	44850	45800	45700	50250	48950	49650	49300	49400	40650	
Supporting Data																				
Total Number	106	125	129	89	74	86	97	82	70	169	111	74	68	49	43	41	30	59	1502	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	48800	51650	54500	57350	62950	70500	76400	80200	81900	82000	81100	79650	76350	71500	2.2
Upper Quartile	0	0	0	0	0	44250	46500	48700	50950	55250	61000	65550	68650	70300	70850	70600	69900	68000	63100	2.2
Median	0	0	0	0	0	41000	42550	44100	45600	48500	52450	55700	58250	60050	61150	61800	62050	62000	51450	2.2
Lower Quartile	0	0	0	0	0	38250	39600	40900	42150	44500	47450	49650	51100	51900	52150	52050	51750	50900	45300	2.2
Lower Decile	0	0	0	0	0	35950	36950	37900	38800	40500	42650	44400	45650	46500	47000	47250	47350	47300	39800	2.2
Mean	0	0	0	0	0	41650	43450	45250	47000	50350	54800	58400	60950	62550	63350	63500	63350	62450	54850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	49100	55400	50900	62550	62200	75600	70200	79400	75050	79200	87500	95500	71850	71500	
Upper Quartile	0	0	0	0	0	42750	48500	47750	57500	53450	64000	63500	65000	69650	76000	71250	71000	67800	63100	
Median	0	0	0	0	0	38750	44000	45200	48100	48950	56000	53500	53500	55250	65350	66000	64650	63000	51450	
Lower Quartile	0	0	0	0	0	35250	39500	41750	43450	45900	49000	49450	48400	45750	57350	52250	55750	51250	45300	
Lower Decile	0	0	0	0	0	33300	36400	38600	41100	41800	41300	45900	44450	41700	48800	46250	52700	47150	39800	
Mean	0	0	0	0	0	39750	45700	44750	50150	50350	56650	56200	59650	57300	65050	66750	69650	60850	54850	
Supporting Data																				
Total Number	1	2	6	6	4	13	12	14	21	59	32	29	33	27	16	15	19	21	330	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

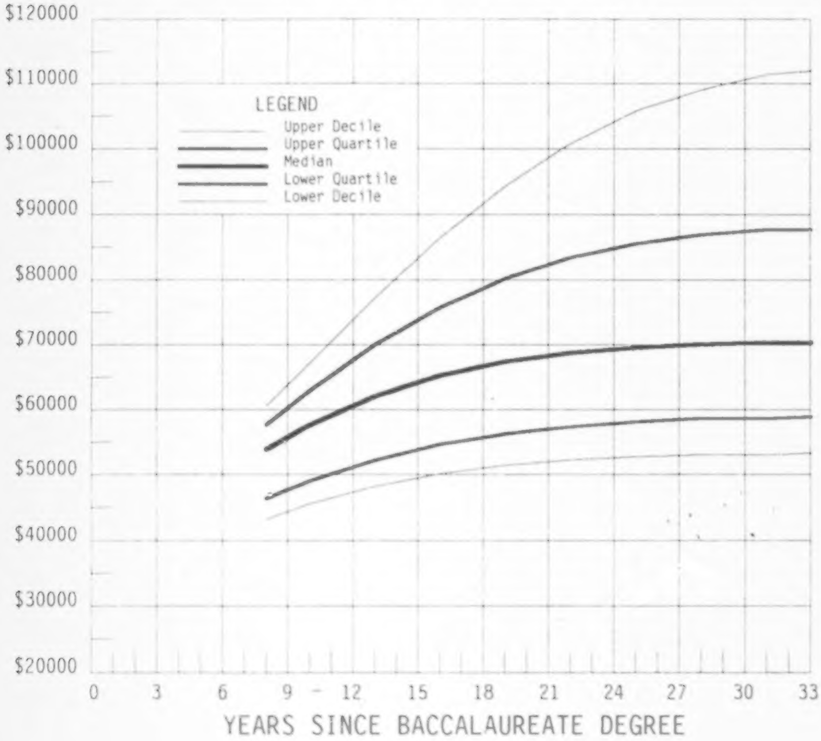
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35200	37600	40050	42650	45250	47950	50700	53500	56300	61900	70100	77600	84050	89250	93150	95800	97450	98800	77250	3.8
Upper Quartile	33950	36000	38100	40250	42500	44750	47050	49350	51650	56150	62300	67350	71000	73200	74150	74250	73800	72200	62850	2.2
Median	32350	34100	35950	37800	39650	41500	43300	45100	46900	50200	54400	57450	59350	60150	60150	59650	58900	57200	51050	2.2
Lower Quartile	30000	31850	33650	35350	36950	38450	39800	41050	42150	44100	46200	47600	48500	49050	49350	49500	49550	49600	41100	5.2
Lower/Decile	26500	27950	29450	30900	32350	33750	35150	36450	37650	39800	42200	43450	43750	43300	42350	41250	40200	38200	35350	2.2
Mean	31700	33700	35650	37650	39650	41600	43500	45400	47200	50600	55050	58650	61400	63350	64650	65500	65950	66250	54600	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35650	37500	40550	42500	45300	47900	49100	52850	55550	62500	68850	77950	88000	92200	95250	94500	110900	89050	77250	
Upper Quartile	34650	36400	38900	40200	41650	42700	46050	50750	53250	56000	62700	67050	70900	73150	75850	74900	84050	69300	62850	
Median	33400	35100	36250	37800	38250	38500	42550	46550	48600	51450	56100	56200	56200	61250	64000	58050	69100	55050	51050	
Lower Quartile	32350	33400	32200	35600	35000	35700	38350	41800	42600	47150	48250	47350	47800	52200	56050	49800	54900	40850	41100	
Lower Decile	[illegible]	30550	25500	33300	32400	32050	35450	35300	38950	43150	42350	42000	41350	43150	42150	45600	51150	36250	35350	
Mean	33150	34550	35250	37950	38350	39200	42600	45850	48100	52400	55800	58400	60950	64950	68600	65700	74000	59800	54600	
Supporting Data																				
Total Number	42	48	81	48	73	83	83	58	61	202	185	246	194	187	127	88	53	179	2037	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	3	2	4	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

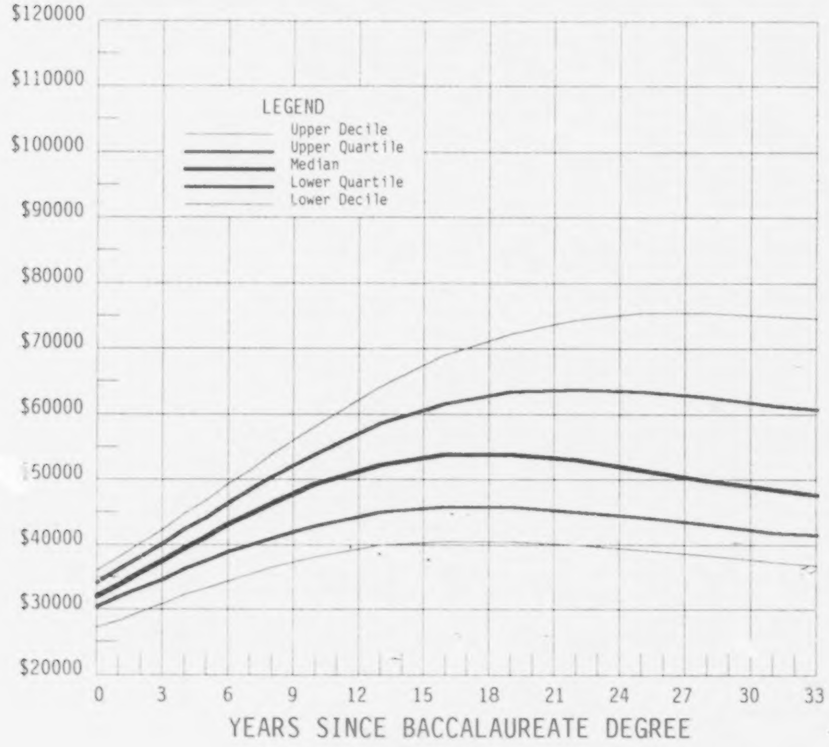
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	60500	67300	77300	86500	94450	100900	105800	109200	111400	113300	94400	3.6
Upper Quartile	0	0	0	0	0	0	0	0	57600	62950	70100	75850	80300	83450	85600	86950	87700	88300	77900	4.0
Median	0	0	0	0	0	0	0	0	53750	57600	62150	65350	67500	68850	69700	70150	70400	70500	65150	4.6
Lower Quartile	0	0	0	0	0	0	0	0	46400	49050	52250	54600	56250	57400	58100	58550	58800	59000	54550	4.0
Lower Decile	0	0	0	0	0	0	0	0	43100	45550	48350	50250	51500	52300	52800	53050	53200	53300	48800	4.4
Mean	0	0	0	0	0	0	0	0	52750	57100	62850	67350	70750	73200	74850	75900	76500	77000	69350	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	59300	68500	75850	84700	96500	103450	105550	114650	117700	106600	94400	
Upper Quartile	0	0	0	0	0	0	0	0	56750	63850	67300	76150	84450	82950	83000	89050	94750	85050	77900	
Median	0	0	0	0	0	0	0	0	50650	58000	61400	66150	69000	67350	73300	68500	76150	66950	65150	
Lower Quartile	0	0	0	0	0	0	0	0	40850	51450	53850	52700	52850	60700	63100	57100	68700	54400	54550	
Lower Decile	0	0	0	0	0	0	0	0	39150	47800	48600	50050	47050	54950	58100	52150	61800	49300	48800	
Mean	0	0	0	0	0	0	0	0	50000	59600	61800	65850	70350	74200	77900	77400	83800	72750	69350	
Supporting Data																				
Total Number	1	0	5	0	0	2	7	9	10	50	62	97	89	94	65	40	25	76	632	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	2	1	3	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36050	38100	40250	42450	44700	47000	49300	51550	53850	58250	64200	69000	72400	74450	75350	75400	74950	73450	63600	2.2
Upper Quartile	34200	36150	38200	40250	42300	44400	46400	48450	50400	54000	58550	61650	63400	63850	63450	62550	61400	59100	54950	2.2
Median	32000	33850	35750	37650	39550	41400	43150	44850	46450	49250	52250	53750	53850	53000	51600	49950	48450	45700	45750	2.2
Lower Quartile	30450	31900	33400	34800	36250	37600	38850	40050	41150	43050	45000	45850	45850	45200	44200	43100	42000	40100	37950	2.2
Lower Decile	27100	28400	29700	30950	32200	33400	34500	35550	36550	38200	39900	40650	40650	40100	39250	38300	37350	35650	34350	2.2
Mean	32100	33850	35550	37300	39050	40750	42450	44100	45650	48550	52100	54500	55800	56100	55750	55000	54100	52300	47950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35550	37500	40250	42500	45300	48000	48500	52500	55050	58100	64700	67700	68800	73750	81650	76150	92050	70600	63600	
Upper Quartile	34600	36400	38750	40200	41650	42500	45200	50000	53100	54450	60200	61500	60600	63150	65900	59900	73050	58000	54950	
Median	33350	35100	36250	37800	38250	38350	42000	46050	48300	49800	53750	53400	51050	53450	57300	51550	55550	43050	45750	
Lower Quartile	32350	33400	31900	35600	35000	35600	37900	40850	42650	46050	45350	44500	43700	44950	43650	47350	51750	38300	37950	
Lower Decile	29000	30550	25400	33300	32400	31950	35050	35100	38850	42050	41100	39750	36250	36800	39350	42350	50350	35050	34350	
Mean	33000	34550	34850	37950	38350	39100	41850	45100	47700	50000	52750	53500	53000	55600	58650	56150	65400	50300	47950	
Supporting Data																				
Total Number	41	48	75	48	73	81	76	49	51	152	122	149	105	93	61	48	28	103	1405	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36100	38100	40200	42300	44500	46700	48950	51250	53500	58000	64350	69950	74400	77700	79850	81000	81550	81500	68850	2.2
Upper Quartile	34500	36350	38200	40100	42050	44000	45950	47850	49750	53350	58100	61900	64550	66150	66850	66900	66600	65450	58350	2.2
Median	32700	34250	35800	37400	38950	40500	42000	43500	44900	47600	51000	53550	55200	56100	56400	56300	55950	54950	47950	2.2
Lower Quartile	30100	31550	33000	34450	35850	37250	38550	39850	41000	43150	45500	46900	47350	47200	46550	45700	44800	43150	38800	2.2
Lower Decile	26700	28000	29250	30550	31750	32950	34100	35200	36200	37950	39900	40950	41250	41000	40350	39550	38750	37250	34550	2.2
Mean	32250	33850	35500	37150	38800	40450	42100	43700	45300	48250	52150	55150	57200	58400	58900	58850	58600	57600	50450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35650	37400	40550	42400	45450	44400	48350	53000	55100	61500	64150	69050	74900	75050	75900	78350	79200	85400	68850	
Upper Quartile	34650	36350	38800	40150	40800	41200	45200	51200	51500	55650	60600	61600	59800	64950	70050	62700	73300	66150	58350	
Median	33400	35050	36100	38050	36550	37550	42000	45900	46600	49950	53100	51800	50200	68050	60350	56050	62100	53700	47950	
Lower Quartile	32350	33350	32000	35250	34250	35150	38300	41050	40250	45350	45700	44900	44000	50650	50050	49000	52650	40450	38800	
Lower Decile	29050	30500	25400	33250	31600	31550	35650	34000	38200	41350	41150	40000	36950	40200	40250	43900	50700	35950	34550	
Mean	33150	34500	35100	37950	37400	38050	41900	45700	46400	51350	52800	53650	54250	58950	60200	58800	64150	57050	50450	
Supporting Data																				
Total Number	42	48	77	41	54	70	60	39	40	129	126	164	128	134	86	66	39	166	1508	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	2	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64550	72750	79900	85450	89250	91400	92250	92250	91000	85300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	57100	63000	67950	71650	74100	75450	75950	75900	75000	70600	2.2
Median	0	0	0	0	0	0	0	0	0	51050	55250	58700	61300	63150	64250	64800	65000	64800	61150	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	47150	50450	53000	54750	55800	56250	56350	56150	55500	52000	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	43250	46400	48850	50450	51350	51700	51650	51350	50500	47300	2.2
Mean	0	0	0	0	0	0	0	0	0	52900	58000	62250	65500	67700	69050	69600	69750	69250	63800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	86[illegible]0	67450	77100	88000	81550	86850	93150	84800	98600	85300	
Upper Quartile	0	0	0	0	0	0	0	0	0	62650	63200	67900	71750	69050	74700	72650	77800	78100	70600	
Median	0	0	0	0	0	0	0	0	0	57750	58600	55800	54650	62950	69400	61100	71850	65450	61150	
Lower Quartile	0	0	0	0	0	0	0	0	0	51450	51250	51150	48250	58550	61400	54950	63400	54100	52000	
Lower Decile	0	0	0	0	0	0	0	0	0	46850	48150	47200	43650	53250	56700	51600	61350	48750	47300	
Mean	0	0	0	0	0	0	0	0	0	60200	58100	60200	61850	66800	70200	68450	73700	70300	63800	
Supporting Data																				
Total Number	1	0	5	0	0	2	7	9	9	32	43	63	49	60	39	29	19	71	437	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	2	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35600	37650	39800	41950	44150	46350	48500	50600	52650	56450	61150	64300	65900	66200	65600	64450	63200	60550	59350	2.2
Upper Quartile	34550	36300	38050	39850	41600	43400	45100	46750	48350	51300	54950	57450	58850	59350	59150	58550	57750	56050	51750	2.2
Median	32500	34100	35700	37300	38850	40350	41750	43100	44300	46450	48700	49800	49900	49300	48300	47150	46000	43900	42900	2.2
Lower Quartile	30750	32050	33300	34500	35700	36800	37850	38850	39750	41250	42850	43600	43700	43300	42600	41800	41000	39550	36650	2.2
Lower Decile	27450	28500	29550	30600	31550	32500	33400	34200	35000	36300	37700	38500	38700	38500	38050	37500	36900	35800	33750	2.2
Mean	32300	33850	35400	36950	38500	39950	41400	42800	44100	46450	49200	50900	51700	51700	51250	50500	49650	48000	45000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35550	37400	40200	42400	45450	43850	47100	52850	54550	57200	62500	63300	65900	66800	63500	61000	67400	61200	59350	
Upper Quartile	34600	36350	38600	40150	40800	41000	43800	50700	49950	53250	57750	56550	55150	58850	60000	57600	58350	56950	51750	
Median	33350	35050	36100	38050	36550	37450	41400	45100	45750	48250	50350	46700	48550	51850	51200	49700	52800	41700	42900	
Lower Quartile	32350	33350	31550	35250	34250	35050	37850	40250	40200	44350	43200	42300	41850	43300	41950	45950	51100	38000	36650	
Lower Decile	29000	30500	25300	33250	31600	31500	35350	33800	37800	39950	36700	38200	35750	35700	38650	41350	50050	34950	33750	
Mean	33000	34500	34650	37950	37400	37950	41200	44700	45700	48450	50000	49550	49550	52500	51750	51300	55350	47200	45000	
Supporting Data																				
Total Number	41	48	72	41	54	69	54	31	31	97	83	101	79	74	46	37	20	95	1071	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

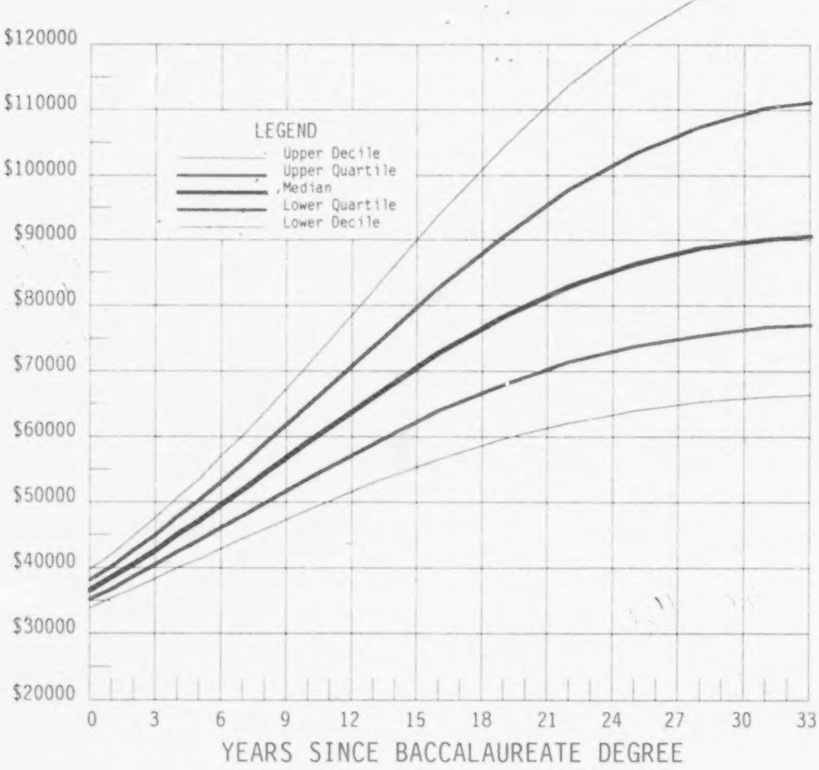
1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	50750	53850	57050	63900	74950	86700	98650	110250	120800	129700	136600	144850	92100	3.0
Upper Quartile	0	0	0	0	0	0	47550	50200	52950	58550	67300	76000	84300	91750	97900	102600	105850	109050	74250	3.4
Median	0	0	0	0	0	0	44950	47050	49250	53600	60050	66150	71450	75850	79250	81650	83250	85000	60500	2.2
Lower Quartile	0	0	0	0	0	0	41500	43300	45100	48650	53600	57900	61400	63950	65650	66650	67100	67250	49250	2.2
Lower Decile	0	0	0	0	0	0	38700	40350	41850	44650	48200	50850	52750	54000	54750	55150	55350	55500	42400	4.8
Mean	0	0	0	0	0	0	44950	47200	49500	54150	61150	67900	74150	79650	84200	87800	90400	93350	65000	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	44900	0	50850	51500	57200	65100	74400	86750	96250	114750	118150	143800	132500	132500	92100	
Upper Quartile	0	0	0	0	42600	0	46800	49200	54700	57600	68500	77500	83650	93750	91900	99400	113750	106250	74250	
Median	0	0	0	0	40400	0	43900	47000	51500	53550	61650	66500	69300	74950	75600	86100	94150	83750	60500	
Lower Quartile	0	0	0	0	39150	0	37850	42150	47000	49050	55800	58000	61000	62350	66750	55300	81250	72500	49250	
Lower Decile	0	0	0	0	38350	0	33550	35100	43400	47450	50300	50000	54050	50650	58250	48350	62800	52100	42400	
Mean	0	0	0	0	41050	0	43850	45400	51150	54300	62400	67900	72600	80500	83100	87450	97900	90200	65000	
Supporting Data																				
Total Number	0	1	4	8	19	8	21	15	15	63	53	73	60	41	25	15	10	10	440	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	1	1	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, NON-SUPERVISORY, MS

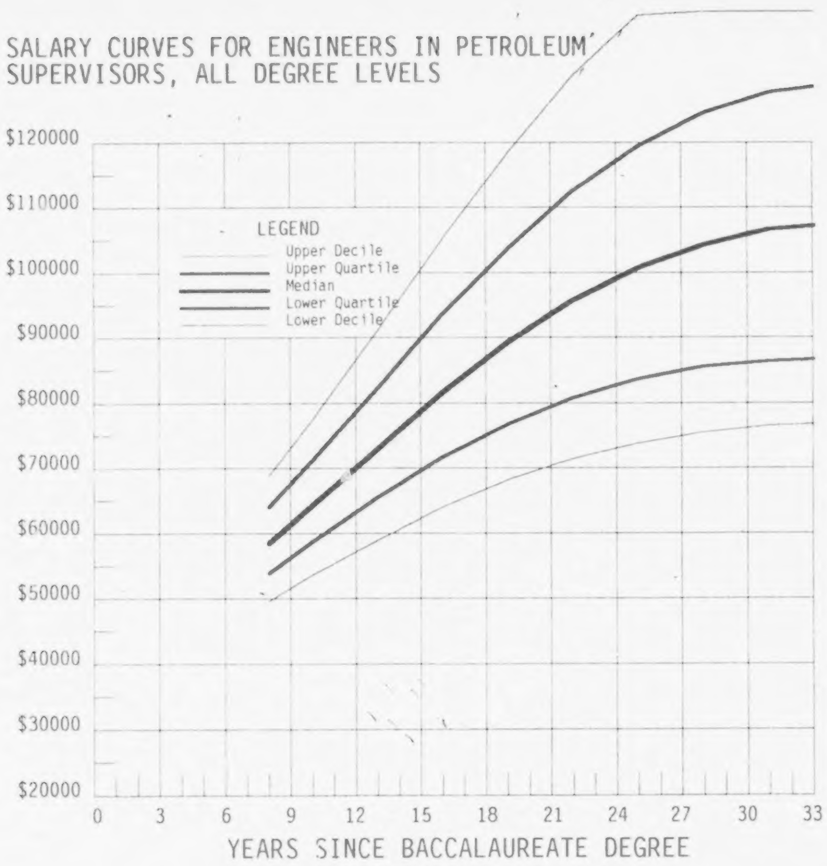
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	49850	52350	54850	59700	66550	72600	77600	81550	0	0	0	0	71350	3.8
Upper Quartile	0	0	0	0	0	0	47450	49650	51800	55900	61450	66100	69800	72550	0	0	0	0	62050	4.0
Median	0	0	0	0	0	0	45100	47000	48850	52250	56550	59950	62400	64050	0	0	0	0	53100	4.6
Lower Quartile	0	0	0	0	0	0	41650	43200	44650	47300	50650	53200	54950	56100	0	0	0	0	45900	5.0
Lower Decile	0	0	0	0	0	0	38500	39900	41200	43500	46300	48300	49650	50450	0	0	0	0	39800	5.2
Mean	0	0	0	0	0	0	44650	46550	48450	52050	56850	60850	63900	66150	0	0	0	0	55550	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	44900	0	49750	50600	55550	59250	68800	74300	72600	83100	0	0	0	0	71350	
Upper Quartile	0	0	0	0	42600	0	46550	48950	54200	55250	64000	66500	67500	71500	0	0	0	0	62050	
Median	0	0	0	0	40400	0	43700	46700	51100	52500	58450	59800	61400	61700	0	0	0	0	53100	
Lower Quartile	0	0	0	0	39150	0	37750	41750	46250	48650	53750	54100	56100	46400	0	0	0	0	45900	
Lower Decile	0	0	0	0	38350	0	33500	35050	43100	47200	48600	48400	48550	44650	0	0	0	0	39800	
Mean	0	0	0	0	41050	0	42800	44850	50600	52550	58500	61050	62050	65050	0	0	0	0	55550	
Supporting Data																				
Total Number	0	1	4	8	19	8	20	15	13	45	34	41	24	13	7	8	6	6	270	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PETROLEUM
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PETROLEUM

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39700	42250	44900	47700	50650	53700	56950	60250	63750	70950	82350	93750	104550	114000	121700	127450	131450	136000	98900	2.2
Upper Quartile	38150	40400	42750	45200	47750	50400	53150	55950	58850	64750	73850	82700	90800	97800	103350	107500	110400	113750	80350	2.2
Median	36550	38550	40650	42800	45000	47250	49600	51950	54350	59150	66200	72700	78350	82950	86350	88750	90250	91700	64050	2.2
Lower Quartile	35150	36900	38650	40450	42300	44200	46050	47950	49900	53650	59050	63900	68050	71400	73850	75600	76700	77900	50800	2.2
Lower Decile	33950	35400	36900	38400	39900	41400	42950	44450	45950	48850	53000	56650	59700	62150	64000	65300	66200	67250	40950	2.2
Mean	36700	38750	40800	42950	45200	47500	49850	52250	54700	59650	67100	74150	80550	85900	90200	93350	95550	98200	68400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	42300	43850	47350	50850	52650	56000	60150	63400	72800	82900	92600	99200	115350	119400	126800	130000	142450	98900	
Upper Quartile	39300	40450	42550	44300	47750	48650	52600	54750	59750	66000	74250	82050	88750	94700	104000	109650	112000	114400	80350	
Median	37400	38950	40450	42350	44400	45450	48850	50600	55050	60050	66900	72100	77350	81450	85850	90000	90100	92550	64050	
Lower Quartile	36150	37250	38600	40250	41700	42500	44700	45350	50900	54500	60050	63200	67150	70200	74100	76350	76850	78050	50800	
Lower Decile	34600	35850	36900	38450	39250	40100	41300	41750	46450	50000	52950	56750	59250	60250	64650	67050	65500	67150	40950	
Mean	37750	39000	40550	42850	44750	45900	48850	50650	55300	60750	67450	73550	79200	85000	89950	94800	95750	98500	68400	
Supporting Data																				
Total Number	236	252	249	217	205	216	197	181	319	1335	828	645	592	540	437	400	285	421	7555	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	8	25	20	41	32	65	192	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

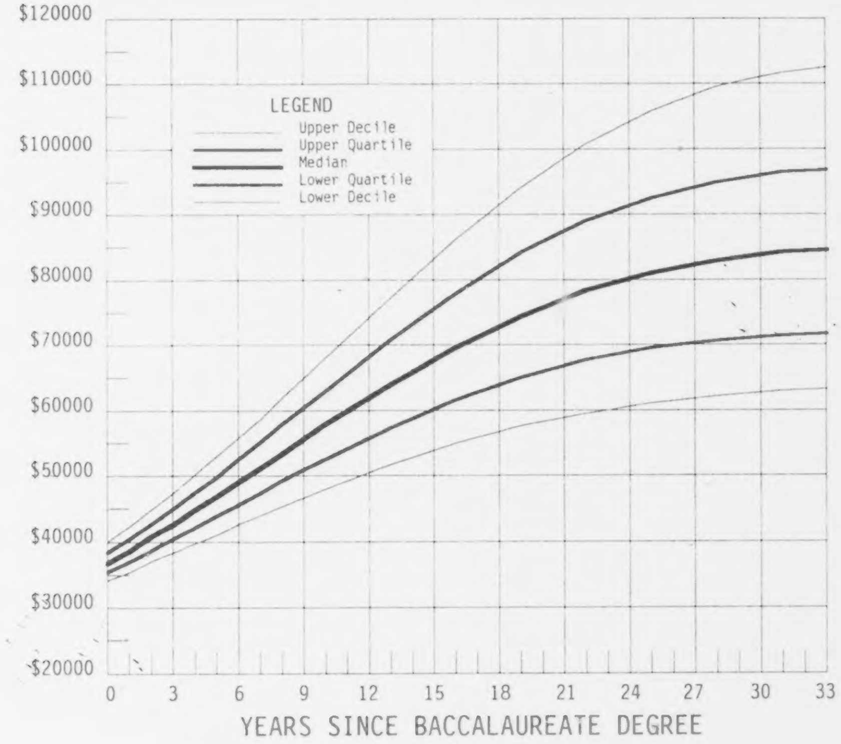


SALARY CURVES FOR ENGINEERS IN PETROLEUM
SUPERVISORS, ALL DEGREE LEVELS

1991 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	68850	77400	91100	105050	118400	130100	139550	146500	151100	155850	124400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	64000	71200	82400	93500	103800	112550	119450	124450	127700	131100	103750	2.2
Median	0	0	0	0	0	0	0	0	58350	64200	73050	81600	89300	95700	100750	104300	106700	109200	82800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	53950	58650	65500	71650	76800	80850	83650	85500	86500	87200	69600	2.2
Lower Decile	0	0	0	0	0	0	0	0	49650	53500	59050	64000	68200	71450	73850	75500	76500	77400	58450	2.2
Mean	0	0	0	0	0	0	0	0	59100	65250	74550	83550	91650	98450	103700	107450	109900	112400	88800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	69200	80850	89750	100400	118000	132900	127250	153600	156100	160150	124400	
Upper Quartile	0	0	0	0	0	0	0	0	61900	73400	83650	91750	99050	112500	116200	123900	127800	137850	103750	
Median	0	0	0	0	0	0	0	0	57800	65000	74500	80900	87650	90950	101100	107000	109250	110200	82800	
Lower Quartile	0	0	0	0	0	0	0	0	53450	58400	66700	71050	78250	77800	82650	88100	89250	86100	69600	
Lower Decile	0	0	0	0	0	0	0	0	49600	52900	60400	63400	69450	69550	73200	77600	77050	76750	58450	
Mean	0	0	0	0	0	0	0	0	58400	66150	75000	82350	91050	96950	101800	109850	111500	113150	88800	
Supporting Data																				
Total Number	2	1	2	6	8	11	13	14	40	276	242	207	177	210	181	165	102	162	1819	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	8	25	19	39	27	54	174	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PETROLEUM
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40050	42400	44900	47500	50200	52950	55850	58800	61850	68000	77350	86250	94250	100850	105950	109550	111850	114200	87850	2.2
Upper Quartile	38300	40500	42750	45100	47500	50000	52550	55150	57750	63050	70850	78000	84200	89100	92650	95050	96450	97650	72450	2.2
Median	36850	38750	40750	42750	44850	46950	49100	51300	53450	57800	64050	69700	74500	78300	81100	83000	84200	85300	59650	2.2
Lower Quartile	35350	37000	38700	40450	42200	43950	45700	47500	49250	52650	57450	61600	65050	67700	69550	70800	71550	72150	46550	2.2
Lower Decile	34200	35600	36950	38400	39800	41200	42600	44000	45350	48000	51650	54850	57500	59550	61100	62150	62900	63700	39750	2.2
Mean	37000	38900	40850	42900	45000	47100	49250	51450	53650	58050	64400	70200	75200	79250	82300	84450	85800	87250	61950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	42300	43850	46900	50850	52050	55400	59350	63150	69750	75950	84300	93200	97100	105300	109850	116050	117300	87850	
Upper Quartile	39250	40450	42600	44000	47500	48250	52100	54650	59400	64250	70700	76700	83450	87550	91350	94500	98900	99300	72450	
Median	37400	39000	40500	42250	44300	45200	48450	50500	54650	59050	64450	68450	73100	77250	79750	82750	83800	88400	59650	
Lower Quartile	36200	37250	38650	40150	41650	42350	44400	44900	50650	53900	57750	61250	63750	66100	70250	71350	70850	73150	46550	
Lower Decile	34650	35850	37000	38400	39200	39950	41150	41600	46050	49350	51400	55150	56750	57450	60750	62250	63950	64600	39750	
Mean	37650	39000	40600	42550	44700	45600	48400	50400	54850	59300	64350	69400	74100	77400	81550	84250	86950	89300	61950	
Supporting Data																				
Total Number	234	251	247	212	198	206	184	167	279	1059	587	438	415	330	255	234	183	259	5736	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	5	10	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PETROLEUM, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39600	42200	44900	47750	50800	53950	57250	60700	64300	71800	83600	95550	106750	116600	124500	130350	134300	138600	94500	2.2
Upper Quartile	38200	40450	42850	45350	47950	50650	53450	56350	59300	65350	74650	83600	91750	98700	104100	108050	110700	113550	76250	2.2
Median	36550	38600	40750	42950	45250	47550	49950	52350	54800	59650	66750	73200	78600	82850	85850	87800	88900	89650	61400	2.2
Lower Quartile	35100	36900	38750	40650	42550	44450	46400	48350	50300	54100	59400	64000	67700	70400	72200	73250	73800	73950	48000	2.2
Lower Decile	33950	35450	36950	38500	40050	41600	43150	44650	46150	49050	52950	56300	58950	60900	62250	63050	63500	63750	39900	2.2
Mean	36700	38750	40900	43100	45400	47750	50150	52600	55100	60150	67700	74750	81000	86150	90050	92850	94700	96650	65450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	42350	43850	47950	51250	51900	55800	61500	63500	73250	84300	94250	103750	118500	120400	124300	133550	146500	94500	
Upper Quartile	39250	40450	42600	44850	48450	48600	52500	55100	59900	66350	75100	83600	89550	96450	103900	107500	111550	115950	76250	
Median	37400	38950	40550	42500	45100	45600	48800	50900	55350	60400	67950	72750	77950	80350	83900	88000	89000	91900	61400	
Lower Quartile	36150	37200	38650	40350	42200	42650	44800	45700	51200	54750	60850	63850	66300	69150	71650	73900	71200	75900	48000	
Lower Decile	34600	35800	36900	38450	39500	40100	41150	41700	46650	50150	53450	56600	57900	59100	61500	63050	62450	65750	39900	
Mean	37700	39000	40600	43100	45250	45900	48700	51050	55550	61050	68300	74450	79850	85350	88800	92600	94300	98300	65450	
Supporting Data																				
Total Number	235	244	224	191	161	173	165	132	281	1137	617	421	379	325	233	211	160	263	5552	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	8	19	13	20	19	46	128	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	69100	77800	91650	105750	118950	130350	139200	145450	149300	152750	122100	2.2
Upper Quartile	0	0	0	0	0	0	0	0	64450	71850	83250	94400	104400	112600	118700	122750	125100	126750	98300	2.2
Median	0	0	0	0	0	0	0	0	58700	64600	73450	81650	88800	94400	98450	101000	102450	103350	80550	2.2
Lower Quartile	0	0	0	0	0	0	0	0	54300	59050	65800	71750	76500	80000	82200	83450	83950	83750	67700	2.2
Lower Decile	0	0	0	0	0	0	0	0	49800	53600	59000	63800	67700	70700	72800	74100	74850	75400	57300	2.2
Mean	0	0	0	0	0	0	0	0	59450	65650	75000	83850	91550	97750	102300	105250	107000	108200	86200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	70550	80950	89900	99650	120250	134450	127100	148100	153850	158750	122100	
Upper Quartile	0	0	0	0	0	0	0	0	62250	73450	84650	92750	101000	111950	114800	120400	124050	134350	98300	
Median	0	0	0	0	0	0	0	0	58050	65050	75050	81800	87600	89450	96750	102450	106900	105300	80550	
Lower Quartile	0	0	0	0	0	0	0	0	53700	58550	67550	71400	78300	77100	79150	86200	87300	83450	67700	
Lower Decile	0	0	0	0	0	0	0	0	50300	53200	60650	62700	69350	68350	71250	76350	74300	76300	57300	
Mean	0	0	0	0	0	0	0	0	58750	66300	75650	82650	92000	96250	99400	105750	108850	110200	86200	
Supporting Data																				
Total Number	2	1	2	6	7	8	12	14	37	252	202	158	131	158	121	100	73	124	1408	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	8	19	13	19	17	38	116	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40100	42500	45050	47700	50400	53250	56200	59200	62250	68450	77750	86500	94100	100200	104650	107600	109350	110700	80850	2.2
Upper Quartile	38500	40700	43000	45400	47850	50350	52950	55550	58200	63450	71050	77900	83550	87850	90750	92500	93400	93700	67800	2.2
Median	36900	38850	40900	43000	45100	47300	49450	51650	53850	58200	64300	69600	73850	77000	79050	80250	80800	80900	56150	2.2
Lower Quartile	35450	37200	38950	40700	42500	44300	46100	47850	49600	52950	57450	61150	63950	65850	67000	67500	67550	67250	44000	2.2
Lower Decile	34200	35650	37100	38500	39950	41400	42800	44200	45550	48100	51500	54300	56400	57850	58800	59300	59500	59450	38850	2.2
Mean	37050	39000	41050	43100	45250	47400	49600	51800	54000	58350	64550	70000	74550	77950	80350	81800	82650	83100	58400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	42350	43900	47400	51300	51500	55250	60550	63200	70100	76250	84800	93900	96350	99400	104750	111000	119000	80850	
Upper Quartile	39250	40450	42650	44600	48300	48300	52050	55000	59500	64600	71200	76800	83400	84100	86450	91300	93500	99000	67800	
Median	37400	38950	40600	42400	45000	45350	48400	50850	54950	59300	65000	68650	72200	75200	76200	78600	78900	86200	56150	
Lower Quartile	36200	37200	38650	40300	42100	42500	44500	45100	50900	54050	58550	61200	62150	63300	63800	68800	67300	69750	44000	
Lower Decile	34650	35800	37000	38400	39400	39950	40950	41400	46250	49450	51750	54750	54900	55350	56950	59100	59950	61750	38850	
Mean	37600	39000	40650	42750	45150	45600	48300	50750	55050	59550	64750	69500	73400	75050	77300	80750	82150	87800	58400	
Supporting Data																				
Total Number	233	243	222	186	154	165	153	118	244	885	415	262	248	167	112	111	87	140	4143	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	8	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PETROLEUM, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42300	44950	47750	50650	53700	56900	60200	67100	77950	88950	99300	108450	115900	121500	125400	129850	105450	2.2
Upper Quartile	0	0	40650	43000	45450	48050	50700	53400	56200	62050	70950	79750	87950	95050	100850	105200	108300	111950	87000	2.2
Median	0	0	38700	40800	42950	45150	47450	49750	52150	56950	64100	70950	77100	82250	86350	89300	91350	93750	70500	2.2
Lower Quartile	0	0	37300	39000	40750	42550	44400	46250	48100	51850	57350	62500	67200	71150	74450	76950	78800	81250	56900	2.2
Lower Decile	0	0	36450	37750	39050	40400	41800	43200	44650	47500	51850	55950	59750	63000	65650	67600	68950	70250	44950	3.4
Mean	0	0	39000	41100	43250	45500	47750	50100	52500	57400	64800	72000	78600	84350	89050	92700	95350	98750	73900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43800	43500	46750	49200	54150	54300	63150	70600	77900	84450	95950	113550	118000	124000	123650	128100	105450	
Upper Quartile	0	0	41900	42750	44550	46300	50700	51550	58200	64100	71100	77950	86400	94200	103550	107150	109350	110100	87000	
Median	0	0	39900	41450	42400	43650	46500	47950	51900	58350	65100	68950	75300	83950	87850	91250	89900	92300	70500	
Lower Quartile	0	0	38400	39700	40400	41700	43150	43550	48050	53050	57800	61700	67050	70900	74850	77600	78250	81050	56900	
Lower Decile	0	0	36900	38450	38950	39600	41350	41550	45250	48300	51200	55900	60700	61700	68250	68550	68250	67850	44950	
Mean	0	0	40200	41150	42650	44200	47650	48000	53200	58950	65100	70300	77300	85150	90500	94600	95150	97000	73900	
Supporting Data																				
Total Number	1	8	25	26	43	36	25	40	29	173	189	183	162	156	138	125	79	117	1556	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	5	4	11	7	13	40	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	75850	88300	101350	114300	126450	137150	146050	153000	162650	131650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	68350	78300	88700	99200	109400	118850	127150	134150	145150	111350	2.2
Median	0	0	0	0	0	0	0	0	0	62500	70900	79350	87600	95300	102150	107950	112600	119600	87550	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	57000	63850	70650	77000	82750	87750	91850	95050	99650	73750	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	52050	57800	63250	68200	72450	75950	78600	80500	82450	63400	3.2
Mean	0	0	0	0	0	0	0	0	0	63350	72100	81000	89650	97750	104950	111050	115900	122500	93900	2.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	79850	87950	99850	109900	132200	124500	156550	158250	162950	131650	
Upper Quartile	0	0	0	0	0	0	0	0	0	72950	78000	84200	96050	114700	117800	128950	133200	144900	111350	
Median	0	0	0	0	0	0	0	0	0	64600	71050	77400	86750	93550	106650	107650	112500	119000	87550	
Lower Quartile	0	0	0	0	0	0	0	0	0	56750	64750	69650	77850	81950	89950	89500	94250	101250	73750	
Lower Decile	0	0	0	0	0	0	0	0	0	49000	60000	64050	67200	72600	78950	78100	81700	77600	63400	
Mean	0	0	0	0	0	0	0	0	0	64600	72250	79400	87300	99900	105950	111950	115700	120700	93900	
Supporting Data																				
Total Number	0	0	0	0	1	2	1	0	3	25	38	42	35	47	42	39	20	27	322	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	5	4	11	6	11	37	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43450	45900	48400	51050	53700	56500	59350	65200	74250	83250	91750	99350	105650	110450	113750	117000	94700	3.4
Upper Quartile	0	0	41750	44000	46250	48600	50950	53400	55900	60900	68500	75850	82600	88500	93250	96800	99250	101600	81300	3.4
Median	0	0	39850	41700	43650	45600	47600	49650	51700	55850	62000	68000	73450	78250	82200	85250	87400	89650	66550	3.2
Lower Quartile	0	0	38200	39750	41300	42900	44550	46200	47800	51100	56000	60700	65000	68850	72050	74550	76400	78500	53900	3.0
Lower Decile	0	0	36700	38000	39250	40550	41900	43200	44500	47100	50950	54600	57900	60800	63200	65100	66450	68050	43300	3.0
Mean	0	0	40000	41850	43800	45800	47800	49900	51950	56150	62500	68600	74250	79200	83300	86500	88750	91100	68650	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43800	43500	46800	47750	52750	54300	63450	67850	75200	82400	91500	97550	105250	112050	115050	114550	94700	
Upper Quartile	0	0	41900	42750	44350	45750	49950	51550	58000	63100	69500	74750	82750	89150	93750	96650	98850	98750	81300	
Median	0	0	39900	41450	42300	43400	46200	47950	51750	57700	63750	66300	73200	77550	82050	87000	85750	89400	66550	
Lower Quartile	0	0	38400	39700	40350	41600	43050	43550	47850	52700	56500	60650	65800	67150	72500	74200	75450	78750	53900	
Lower Decile	0	0	36900	38450	38950	39450	41300	41550	45050	48150	49900	54700	60100	59250	64800	65150	66000	66400	43300	
Mean	0	0	40200	41150	42600	43550	46500	48000	53100	58000	63300	67650	74500	78850	83650	86750	88250	89850	68650	
Supporting Data																				
Total Number	1	8	25	26	42	34	24	40	26	148	152	141	127	109	95	86	59	90	1234	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

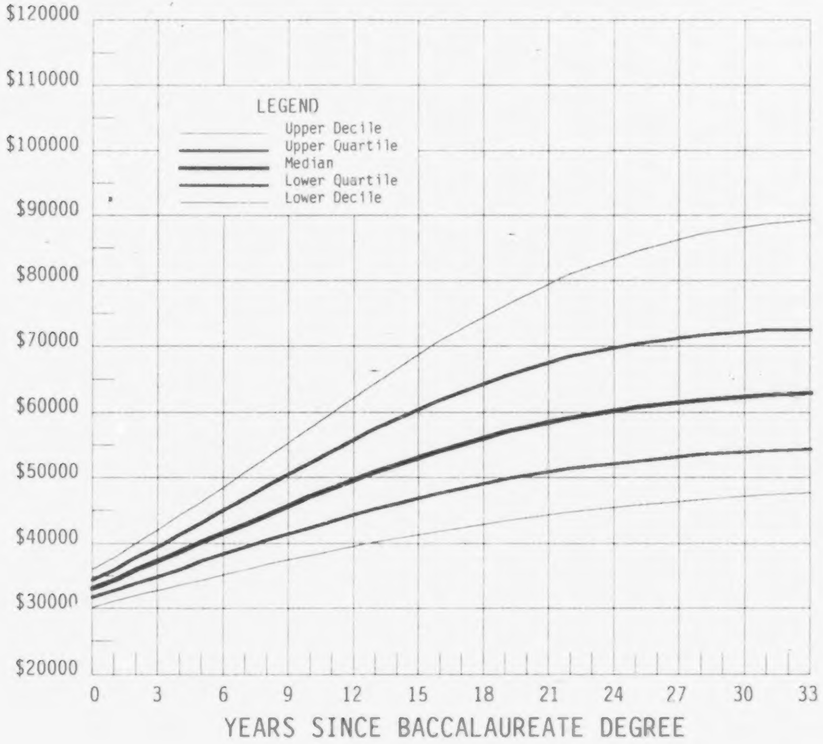
1991 ENGINEERING SALARY STATISTICS: PETROLEUM, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67750	77600	88050	98700	109200	119150	128100	135650	147450	118300	2.4
Upper Quartile	0	0	0	0	0	0	0	0	0	61450	70500	79650	88600	96950	104350	110550	115450	122100	97900	2.6
Median	0	0	0	0	0	0	0	0	0	57150	65000	72600	79500	85500	90500	94300	97100	100200	81700	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	54600	60500	66050	71000	75150	78500	81000	82800	85050	68900	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51550	55800	59950	63850	67400	70550	73250	75450	78700	57000	2.4
Mean	0	0	0	0	0	0	0	0	0	58950	66450	73850	80900	87350	92950	97650	101350	106650	85850	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	66850	75650	97900	96600	98050	119200	144150	133650	141200	118300	
Upper Quartile	0	0	0	0	0	0	0	0	0	61750	66700	85400	89150	89350	105000	118050	116350	117250	97900	
Median	0	0	0	0	0	0	0	0	0	58000	61000	76200	78650	83550	89550	98800	99550	94900	81700	
Lower Quartile	0	0	0	0	0	0	0	0	0	54800	56750	69950	71550	74500	77950	79400	82350	87550	68900	
Lower Decile	0	0	0	0	0	0	0	0	0	52350	53150	61700	63600	65500	72250	73650	76050	77250	57000	
Mean	0	0	0	0	0	0	0	0	0	59050	63650	78800	80300	82550	92800	102700	101800	103950	85850	
Supporting Data																				
Total Number	0	0	0	0	1	7	8	9	9	26	22	41	51	59	66	63	45	40	448	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	10	5	6	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68000	77250	86350	94750	102250	108550	113600	117400	122300	104800	2.6
Upper Quartile	0	0	0	0	0	0	0	0	0	61400	69500	77350	84550	90950	96250	100500	103700	107850	89500	2.6
Median	0	0	0	0	0	0	0	0	0	57600	65150	71900	77450	81800	85050	87300	88800	90250	78100	3.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54500	59900	64900	69450	73350	76500	79000	80850	83400	64550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51450	55350	59100	62700	65950	68800	71200	73100	75700	56000	2.6
Mean	0	0	0	0	0	0	0	0	0	59000	65800	72250	78050	83050	87150	90400	92800	96000	79600	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	66850	80150	88450	93500	97300	112300	114350	121400	118700	104800	
Upper Quartile	0	0	0	0	0	0	0	0	0	61750	65700	81500	85800	88900	94500	98100	111250	105350	89500	
Median	0	0	0	0	0	0	0	0	0	58000	61000	75350	77200	83550	82900	85500	89450	91400	78100	
Lower Quartile	0	0	0	0	0	0	0	0	0	54800	57050	67800	68900	73850	76850	75850	80500	85800	64550	
Lower Decile	0	0	0	0	0	0	0	0	0	52350	52950	60300	62300	64700	71100	71150	73200	74400	56000	
Mean	0	0	0	0	0	0	0	0	0	59050	63600	75900	77250	81700	87150	88750	96350	95000	79600	
Supporting Data																				
Total Number	0	0	0	0	1	7	8	9	9	26	20	34	40	54	48	37	36	29	359	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

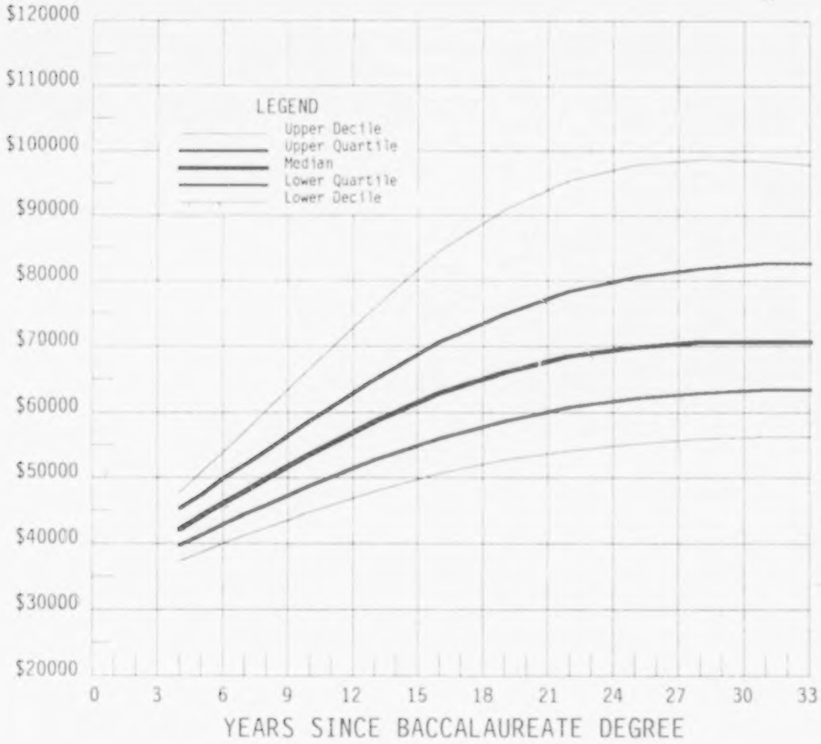
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36100	38000	40000	42050	44200	46350	48600	50850	53100	57700	64500	70850	76400	81050	84600	87150	88900	90800	71050	2.2
Upper Quartile	34350	36050	37800	39600	41400	43250	45100	46900	48750	52400	57500	61950	65650	68450	70450	71750	72500	73050	59600	2.2
Median	33100	34500	35900	37350	38750	40200	41600	43000	44400	47150	50950	54250	57050	59200	60850	62000	62800	63650	48200	2.2
Lower Quartile	31650	32750	33900	35000	36100	37250	38350	39400	40450	42500	45300	47750	49800	51400	52650	53550	54200	55000	39750	2.2
Lower Decile	30250	31100	31950	32750	33600	34400	35200	35950	36700	38150	40200	42000	43550	44850	45900	46750	47400	48350	35200	2.2
Mean	33050	34500	35950	37450	39000	40500	42000	43500	45000	47950	52050	55700	58750	61150	62950	64250	65100	66000	51400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39050	40450	40850	43600	46150	48450	51000	52250	58250	64700	69500	76800	79900	88000	92750	88350	87200	71050	
Upper Quartile	35300	36800	37700	39250	40900	43050	45000	46850	48400	52600	57700	61850	66200	68950	70700	71950	71600	72850	59600	
Median	33650	34800	35750	36900	38750	40050	41550	43300	44350	47400	51050	53850	56150	59850	60950	62750	62700	63350	48200	
Lower Quartile	32400	32750	33650	34500	36500	37650	38250	39750	40150	42300	44900	47400	49950	52150	53000	54200	54300	54250	39750	
Lower Decile	30850	30900	31750	32200	34050	34850	35050	36550	36450	38200	39600	41350	42850	46000	46250	47950	48300	47050	35200	
Mean	34350	35050	36100	36950	38800	40400	41750	43550	44450	48050	52100	55500	59150	62050	63450	65050	64800	65000	51400	
Supporting Data																				
Total Number	704	1191	1246	1258	1655	2003	1828	1769	1389	3473	2706	2250	2048	2061	2067	1949	1941	2761	34300	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	3	4	12	
Less Than $22000	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

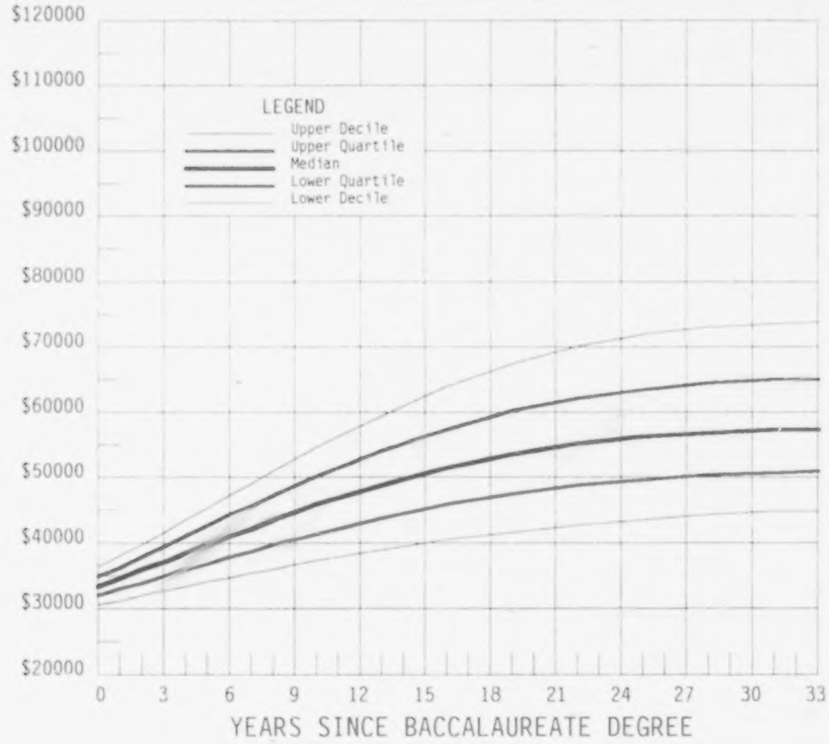
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	47850	50850	53900	57050	60250	66700	76100	84450	90950	95400	97800	98600	98400	96500	95850	2.2
Upper Quartile	0	0	0	0	45300	47500	49750	52000	54250	58700	65050	70600	75050	78400	80650	81950	82550	82700	73900	2.2
Median	0	0	0	0	42250	44200	46100	48000	49900	53600	58650	62900	66150	68450	69850	70550	70800	70500	64500	2.2
Lower Quartile	0	0	0	0	39850	41400	42900	44450	45900	48800	52700	56100	58750	60750	62100	62950	63450	63800	54650	2.2
Lower Decile	0	0	0	0	37400	38700	40000	41250	42500	44850	48050	50650	52750	54250	55300	55950	56300	56500	47050	2.2
Mean	0	0	0	0	43100	45100	47150	49150	51200	55100	60550	65150	68700	71200	72700	73450	73700	73300	66350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	49100	50000	55500	56950	61150	67650	72400	83200	96400	96700	97000	97350	97350	97000	95850	
Upper Quartile	0	0	0	0	45900	47350	50500	52800	56050	60000	66050	69050	74200	75750	80350	82750	82400	84250	73900	
Median	0	0	0	0	43000	43600	46400	49350	50650	54150	59550	62000	66050	67300	69000	70450	70050	72150	64500	
Lower Quartile	0	0	0	0	41000	40300	43350	44750	46950	50100	53500	54900	57900	59750	61200	63550	63650	64650	54650	
Lower Decile	0	0	0	0	38450	38550	40400	41400	43900	45400	48750	50000	52100	53650	53850	57050	56550	57050	47050	
Mean	0	0	0	0	43900	44450	47650	50150	51900	56150	61250	63950	68350	70050	71650	73750	73450	74600	66350	
Supporting Data																				
Total Number	22	61	59	46	82	116	159	168	156	663	720	730	746	843	837	789	810	1029	8034	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	3	4	12	
Less Than $22000	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36350	38100	39850	41700	43550	45400	47250	49150	51000	54600	59600	63950	67450	70100	71900	73050	73700	74100	62300	2.2
Upper Quartile	34850	36400	37900	39450	41050	42600	44150	45650	47200	50100	54100	57450	60200	62200	63600	64500	65000	65400	53150	2.2
Median	33350	34650	35950	37200	38500	39750	41000	42250	43450	45750	48850	51450	53550	55100	56200	56900	57350	57750	44450	2.2
Lower Quartile	31950	32950	33950	34950	35950	36900	37900	38800	39700	41450	43800	45800	47400	48700	49650	50350	50800	51400	38200	2.2
Lower Decile	30550	31250	32000	32700	33400	34100	34800	35450	36100	37300	39000	40450	41700	42750	43600	44250	44750	45450	34350	2.2
Mean	33450	34700	36000	37300	38600	39850	41150	42400	43600	45950	49200	52000	54300	56050	57400	58300	58900	59600	46800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36950	38200	40050	40650	43250	45800	47350	49700	50700	55050	59150	63400	66900	70450	72050	73900	72750	74350	62300	
Upper Quartile	35200	36550	37500	39100	40650	42800	44350	46250	47400	50600	53850	56400	59100	62800	63500	64850	64300	66100	53150	
Median	33600	34650	35600	36750	38550	39900	41150	42850	43650	45950	48550	51150	52700	54950	55950	57300	57300	58150	44450	
Lower Quartile	32350	32700	33500	34450	36400	37450	38000	39400	39700	41400	43100	44850	47350	49250	50200	50850	51250	50900	38200	
Lower Decile	30800	30800	31650	32150	33900	34700	34750	36250	36050	37450	38500	39750	40400	42900	43800	45550	46000	44750	34350	
Mean	34050	34800	35850	36700	38500	40150	41200	42850	43550	46150	48750	51500	53900	56500	57850	59150	58600	59300	46800	
Supporting Data																				
Total Number	682	1130	1188	1212	1573	1887	1669	1601	1233	2810	1987	1521	1302	1217	1230	1160	1131	1732	26266	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36300	38050	39850	41700	43600	45500	47450	49400	51400	55350	61100	66450	71150	75150	78300	80650	82350	84450	66800	2.2
Upper Quartile	34650	36200	37750	39350	40950	42600	44250	45850	47450	50650	55100	59100	62500	65150	67200	68600	69600	70650	55250	2.2
Median	33300	34550	35800	37100	38400	39650	40950	42200	43450	45850	49200	52150	54700	56700	58250	59400	60250	61250	45000	2.2
Lower Quartile	31850	32850	33850	34850	35800	36800	37750	38700	39650	41400	43900	46100	48000	49550	50800	51750	52450	53450	38150	2.2
Lower Decile	30400	31100	31800	32500	33200	33900	34550	35250	35900	37150	38900	40500	41950	43200	44250	45150	45800	46800	34250	2.2
Mean	33300	34600	35900	37200	38550	39850	41200	42500	43800	46350	49950	53150	55950	58250	60100	61500	62500	63850	48400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37250	38600	40000	40650	43300	45700	47250	49650	51000	55400	62100	66050	71000	74550	77450	82300	83850	83250	66800	
Upper Quartile	35300	36650	37400	38950	40650	42700	44400	46000	47250	50850	54950	58700	62400	66350	67200	68650	69550	70300	55250	
Median	33650	34700	35550	36600	38500	39850	41050	42600	43300	45900	48950	52000	54000	57350	57900	60250	60600	60850	45000	
Lower Quartile	32400	32750	33450	34250	36300	37400	37900	39200	39250	41150	43200	45450	47950	50900	50900	52800	52900	52550	38150	
Lower Decile	30850	30850	31600	31950	33650	34550	34450	36000	35300	37150	38350	39800	41000	44500	44250	46550	47200	45450	34250	
Mean	34250	34900	35800	36600	38500	40050	41150	42750	43350	46300	49750	52850	56000	59450	60250	62400	62950	62750	48400	
Supporting Data																				
Total Number	695	1163	1169	1102	1430	1736	1464	1339	1006	2451	1753	1434	1254	1267	1255	1173	1319	1885	24898	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	6	
Less Than $22000	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	46700	49350	52050	54800	57650	63350	71800	79550	86100	91150	94650	96800	97850	98250	88050	2.2
Upper Quartile	0	0	0	0	44200	46250	48350	50400	52500	56550	62250	67200	71200	74150	76100	77250	77850	78000	70700	2.2
Median	0	0	0	0	41550	43350	45100	46900	48650	52100	56800	60800	63900	66150	67600	68400	68750	68750	61600	2.2
Lower Quartile	0	0	0	0	39150	40550	42000	43400	44800	47450	51100	54200	56700	58600	59900	60700	61200	61600	52050	2.2
Lower Decile	0	0	0	0	36750	38000	39200	40350	41500	43700	46600	49050	50950	52300	53250	53850	54200	54400	44500	2.2
Mean	0	0	0	0	42150	44000	45850	47700	49500	53050	57950	62200	65550	68050	69700	70650	71150	71300	63150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	48850	49300	52950	55550	58850	63450	69250	72300	95000	95100	96000	96650	97100	96550	88050	
Upper Quartile	0	0	0	0	45550	46800	49250	52350	53600	57300	63550	66150	70500	71400	74500	75900	78850	80300	70700	
Median	0	0	0	0	42800	43400	45900	48450	49950	52750	57300	59650	63600	64800	66500	67800	69000	70300	61600	
Lower Quartile	0	0	0	0	40650	40100	43000	44150	46200	48750	51650	53250	55150	57100	58600	61400	62400	62250	52050	
Lower Decile	0	0	0	0	38350	38500	40200	41050	43150	44300	46600	47850	49850	52050	51800	55300	55200	54350	44500	
Mean	0	0	0	0	43600	44000	46850	49350	50950	53850	58400	60650	64950	66450	68400	70900	72100	72250	63150	
Supporting Data																				
Total Number	20	60	56	42	76	100	123	123	105	429	404	431	426	493	469	451	549	657	5014	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36400	38000	39650	41300	43000	44650	46350	48000	49600	52800	57200	61000	64100	66450	68150	69250	69900	70500	58700	2.2
Upper Quartile	35000	36400	37800	39200	40650	42050	43450	44800	46150	48750	52300	55350	57800	59700	61000	61900	62500	63000	50450	2.2
Median	33450	34650	35800	37000	38150	39300	40450	41550	42600	44650	47450	49850	51750	53250	54350	55150	55650	56200	42350	2.2
Lower Quartile	32100	33000	33900	34800	35650	36500	37350	38150	38950	40450	42500	44300	45850	47100	48050	48850	49400	50150	37000	2.2
Lower Decile	30550	31200	31800	32450	33050	33650	34250	34800	35350	36450	37950	39250	40450	41450	42300	43000	43550	44300	33600	2.2
Mean	33600	34750	35900	37050	38200	39300	40450	41550	42600	44700	47550	50100	52200	53900	55200	56200	56900	57800	44650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36800	37900	39450	40450	42900	45250	46600	48450	49600	52950	56900	60100	62650	68300	68250	69750	68350	71200	58700	
Upper Quartile	35150	36450	37250	38750	40450	42450	43800	45450	46400	49050	52050	54600	55950	60200	60800	62450	61900	63800	50450	
Median	33600	34600	35400	36500	38300	39700	40650	42200	42650	44600	46900	49500	51250	53800	54150	55400	55350	56550	42350	
Lower Quartile	32350	32650	33350	34200	36200	37250	37500	38900	38850	40250	41800	43400	45200	47900	48200	49600	50150	49750	37000	
Lower Decile	30800	30750	31450	31800	33500	34450	34200	35600	34850	36550	37400	38600	39050	41900	42350	44450	44450	43850	33600	
Mean	34000	34650	35550	36350	38200	39800	40600	42100	42500	44700	47200	49500	51350	55000	55400	57100	56450	57650	44650	
Supporting Data																				
Total Number	675	1103	1113	1061	1354	1636	1341	1216	901	2023	1349	1003	828	775	786	722	770	1228	19884	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	42350	45000	47700	50550	53450	56400	62450	71300	79350	85900	90650	93550	95000	95350	94400	79400	2.2
Upper Quartile	0	0	0	40900	42950	45000	47050	49100	51200	55250	60950	65900	69800	72650	74500	75500	75950	75900	66800	2.2
Median	0	0	0	38700	40350	42000	43650	45300	46900	50050	54400	58150	61150	63400	64900	65850	66400	66700	55500	2.2
Lower Quartile	0	0	0	36850	38100	39350	40600	41800	43000	45300	48450	51150	53400	55150	56450	57400	58000	58700	46800	2.2
Lower Decile	0	0	0	34900	35850	36850	37800	38700	39650	41350	43700	45700	47350	48700	49650	50400	50900	51550	40700	2.2
Mean	0	0	0	38900	40700	42500	44300	46100	47850	51300	56100	60200	63450	65800	67350	68250	68650	68750	58550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	43300	45700	49000	50900	52500	55150	62500	68500	74450	95500	95600	95700	95650	95100	90150	79400	
Upper Quartile	0	0	0	40600	42750	45100	47000	49550	50000	55900	61050	65800	70850	71500	73550	74900	75700	77100	66800	
Median	0	0	0	38800	40100	41700	43350	45650	46600	50700	54450	57700	61050	63450	64700	65400	66050	67400	55500	
Lower Quartile	0	0	0	36800	38100	38850	40250	41950	42900	45850	48850	51100	52900	54350	56150	57050	58550	59250	46800	
Lower Decile	0	0	0	35050	36000	36750	37450	38800	39650	,41850	43350	44600	47650	49400	50150	50250	51550	50900	40700	
Mean	0	0	0	39400	40700	42350	44000	45850	47100	52000	56100	60000	63900	65650	67100	67800	68450	69200	58550	
Supporting Data																				
Total Number	8	27	76	156	223	262	353	411	367	934	857	732	701	699	684	686	545	796	8518	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	0	1	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	59250	63100	67000	74800	85700	94400	100000	102400	102150	100350	97850	92400	97000	2.2
Upper Quartile	0	0	0	0	0	0	52600	55000	57400	62200	68950	74800	79550	82950	85200	86450	87000	86900	78650	2.2
Median	0	0	0	0	0	0	49350	51200	53050	56650	61500	65550	68700	70900	72300	73050	73350	73200	67800	2.2
Lower Quartile	0	0	0	0	0	0	45500	47100	48650	51700	55750	59200	61900	63800	65050	65800	66150	66250	59800	2.2
Lower Decile	0	0	0	0	0	0	42750	43950	45100	47350	50450	53150	55400	57200	58600	59600	60300	61200	52700	2.2
Mean	0	0	0	0	0	0	50400	52550	54650	58750	64300	68900	72400	74750	76050	76600	76650	76000	70800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58900	61250	63400	72650	95450	96950	97450	97900	97450	97700	97700	97300	97000	
Upper Quartile-	0	0	0	0	0	0	55050	54400	59550	63350	68300	71950	78250	88200	83900	86200	87000	86750	78650	
Median	0	0	0	0	0	0	49850	51150	52500	57700	62100	65100	69100	70050	70850	72550	72450	75200	67800	
Lower Quartile	0	0	0	0	0	0	44800	47700	48400	52550	56150	59000	61850	63400	63850	65750	65400	67650	59800	
Lower Decile	0	0	0	0	0	0	41450	42850	44850	48650	51750	52900	55550	56000	55950	60150	60050	63100	52700	
Mean	0	0	0	0	0	0	50250	52400	53750	60250	64750	68450	72450	74600	74100	76100	75800	78000	70800	
Supporting Data																				
Total Number	1	1	1	4	6	15	36	44	50	230	297	286	292	319	311	295	236	341	2769	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	0	1	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41800	43650	45600	47500	49450	51350	53250	56950	62150	66650	70350	73100	75050	76250	77000	77500	67800	2.2
Upper Quartile	0	0	39600	41250	42900	44550	46200	47800	49450	52500	56750	60400	63300	65450	66950	67900	68450	68850	59150	2.2
Median	0	0	37850	39150	40500	41800	43100	44400	45650	48050	51350	54150	56400	58150	59450	60350	60900	61500	50650	2.2
Lower Quartile	0	0	36000	37100	38150	39200	40200	41200	42200	44050	46500	48550	50250	51500	52450	53100	53550	54000	43750	2.2
Lower Decile	0	0	34400	35200	36000	36750	37500	38200	38900	40250	42050	43600	44900	45950	46750	47350	47800	48450	39200	2.2
Mean	0	0	37950	39350	40750	42100	43450	44800	46100	48650	52100	55050	57450	59300	60650	61550	62150	62750	52650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43450	42800	45250	48350	49300	51800	52600	58150	60700	66100	71750	71100	75150	76600	78350	77300	67800	
Upper Quartile	0	0	40900	40450	42500	44750	46300	48750	49150	53200	56050	59900	63050	64800	67350	67400	68650	69500	59150	
Median	0	0	39400	38700	39950	41500	42950	45100	45900	48900	51450	53550	55050	57050	59250	60200	61750	62350	50650	
Lower Quartile	0	0	37800	36750	38050	38750	39900	41650	42450	44800	46400	47700	49650	50950	53050	52500	54600	54200	43750	
Lower Decile	0	0	35850	34950	35950	36700	37250	38550	39250	41050	41550	42550	44650	45000	47550	47600	49250	47950	39200	
Mean	0	0	39850	39050	40500	42050	43250	45050	46050	49300	51500	54550	57800	58150	61250	61550	62800	62650	52650	
Supporting Data																				
Total Number	7	27	74	151	217	246	317	366	317	705	560	446	409	380	374	390	309	455	5749	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	54250	56750	59300	64300	71650	78450	84350	89200	93050	95850	97850	100300	89950	2.2
Upper Quartile	0	0	0	0	0	0	51500	53400	55350	59200	64800	70050	74800	78900	82350	85100	87200	90100	77350	2.2
Median	0	0	0	0	0	0	48650	50200	51700	54600	58750	62450	65600	68250	70400	72050	73300	74900	64650	2.2
Lower Quartile	0	0	0	0	0	0	47100	48050	48950	50750	53400	55850	58150	60150	61950	63450	64650	66400	55450	2.2
Lower Decile	0	0	0	0	0	0	42650	43600	44500	46250	48600	50650	52400	53850	55000	55900	56600	57500	50450	2.2
Mean	0	0	0	0	0	0	48900	50500	52100	55150	59550	63550	67050	70000	72400	74300	75750	77700	67400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	55650	57100	62950	62700	72650	76600	84000	88250	97150	97700	95300	97900	89950	
Upper Quartile	0	0	0	0	0	0	53950	53550	56900	58850	64250	67600	75250	79000	86650	88850	81300	88300	77350	
Median	0	0	0	0	0	0	51750	50050	52400	54600	57650	61350	64750	69100	72850	78100	67100	73500	64650	
Lower Quartile	0	0	0	0	0	0	49400	47600	50150	50900	52650	53650	59450	61250	62300	67500	60750	65550	55450	
Lower Decile	0	0	0	0	0	0	44750	43450	41800	47650	46850	50750	53200	51500	56150	61650	53450	55950	50450	
Mean	0	0	0	0	0	0	50800	50900	53100	54900	58900	62250	66800	69900	75300	78700	70350	76550	67400	
Supporting Data																				
Total Number	0	1	2	0	1	5	11	19	16	87	96	84	92	94	128	91	78	80	885	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

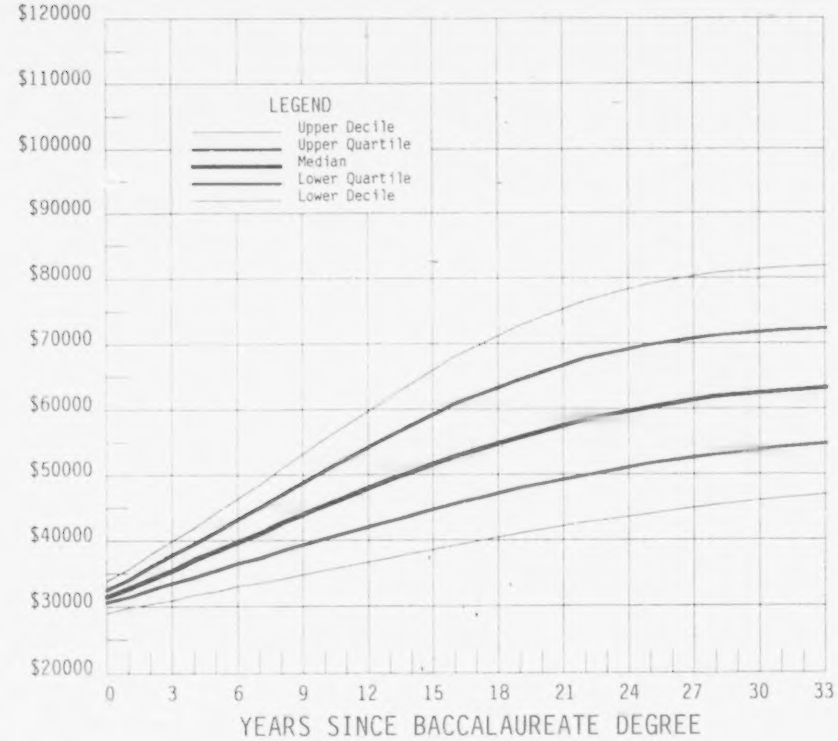
1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	85200	91200	95450	98000	99250	99600	99450	98500	98550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	74500	80900	86300	90500	93650	95800	97250	98800	95100	2.2
Median	0	0	0	0	0	0	0	0	0	0	66500	72500	77450	81200	83850	85600	86600	87600	81750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	57600	63400	67900	71100	73050	74050	74400	74350	69900	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	54000	58800	62400	64800	66150	66700	66850	66450	63600	2.2
Mean	0	0	0	0	0	0	0	0	0	0	68200	73800	78250	81500	83750	85100	85900	86500	81700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	83300	97050	96550	96300	98950	99400	98450	99850	98550	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	75550	80100	84500	87950	96350	96900	96150	97300	95100	
Median	0	0	0	0	0	0	0	0	0	0	65750	74750	78550	78850	83950	88550	81100	89350	81750	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	58300	62450	67500	69150	72600	81350	68050	74050	69900	
Lower Decile	0	0	0	0	0	0	0	0	0	0	55300	52700	64400	65600	67050	67350	60550	69200	63600	
Mean	0	0	0	0	0	0	0	0	0	0	68150	74500	78200	79700	84550	88000	80250	87750	81700	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	1	5	19	12	27	31	58	43	25	31	252	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	55200	57150	59100	62850	68100	72650	76450	79500	81800	83500	84650	86050	78700	2.2
Upper Quartile	0	0	0	0	0	0	52750	54200	55600	58400	62300	65850	69000	71650	73850	75600	76950	78900	68500	2.2
Median	0	0	0	0	0	0	49550	50750	51900	54100	57150	59750	61950	63700	65100	66200	67000	68000	60100	2.2
Lower Quartile	0	0	0	0	0	0	47650	48300	48950	50250	52100	53800	55350	56700	57900	58900	59700	60900	53200	2.2
Lower Decile	0	0	0	0	0	0	43350	44050	44700	45950	47650	49100	50350	51300	52100	52700	53150	53750	48950	2.2
Mean	0	0	0	0	0	0	49750	50900	52100	54300	57400	60150	62550	64600	66250	67550	68550	69900	61700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	55650	57100	63350	61750	68850	71200	75000	80600	86500	83050	82550	84750	78700	
Upper Quartile	0	0	0	0	0	0	53950	53550	55950	58400	62250	66150	66900	72950	75900	76950	72700	80350	68500	
Median	0	0	0	0	0	0	51750	50050	52150	54350	56050	59650	62000	64900	64700	70750	63700	67800	60100	
Lower Quartile	0	0	0	0	0	0	49400	47600	50000	50750	50700	53250	55850	56900	57750	64200	58550	58650	53200	
Lower Decile	0	0	0	0	0	0	44750	43450	41500	47500	45900	50500	50800	49600	52500	54550	51650	54150	48950	
Mean	0	0	0	0	0	0	50800	50900	52850	54300	56700	60150	62000	65050	67600	70350	65550	69650	61700	
Supporting Data																				
Total Number	0	1	2	0	1	5	11	19	15	82	78	71	65	63	70	48	52	50	633	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

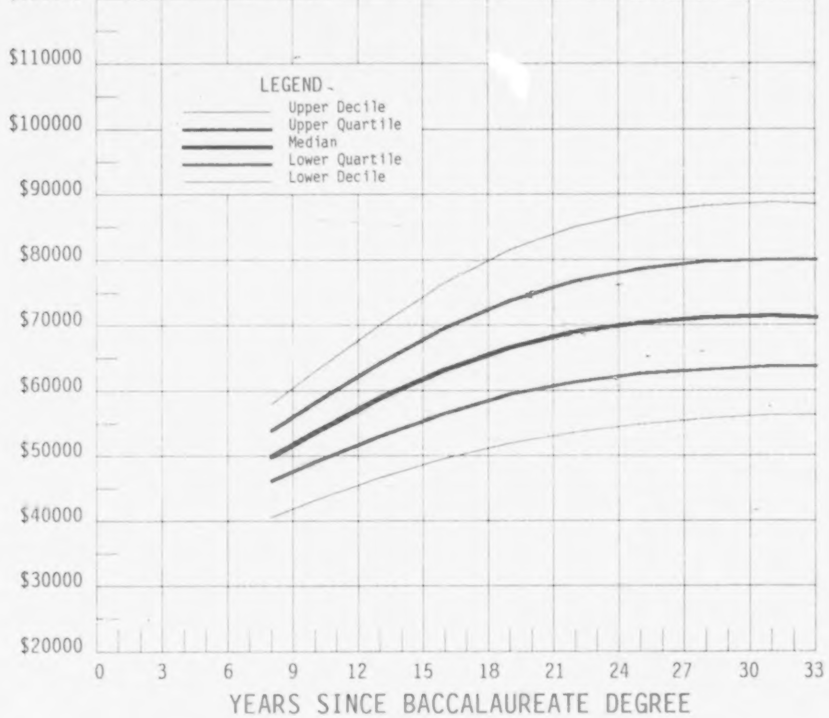
SALARY CURVES FOR ENGINEERS IN AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: AEROSPACE

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33900	35850	37800	39900	42000	44200	46400	48650	50900	55450	62000	67900	72850	76600	79200	80850	81700	82150	71300	2.2
Upper Quartile	32550	34250	35950	37750	39550	41400	43250	45100	47000	50700	55950	60700	64600	67650	69800	71250	72050	72750	60000	2.2
Median	31500	32850	34200	35600	37000	38400	39800	41200	42600	45350	49250	52750	55800	58300	60300	61750	62800	64100	46650	2.2
Lower Quartile	30550	31550	32550	33500	34500	35500	36450	37450	38400	40300	43050	45600	47900	49900	51650	53100	54200	55800	38400	2.2
Lower Decile	29200	29800	30450	31050	31700	32300	32950	33550	34200	35450	37350	39200	40950	42600	44100	45350	46450	48050	33700	2.2
Mean	31450	32800	34150	35600	37000	38450	39900	41300	42750	45600	49600	53250	56400	59000	61050	62550	63650	65000	50100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile.	35250	36100	37800	40150	41650	43850	46150	49450	50100	56100	61800	66550	74750	75050	81250	81350	79700	82550	71300	
Upper Quartile	33400	34100	35750	38200	39800	40850	43050	45350	46850	51000	55850	60000	64250	67850	70650	72350	70850	72800	60000	
Median	31750	32450	33650	35600	37550	38650	39500	41550	42950	45550	48350	52100	54150	59200	61650	62950	62300	63800	46650	
Lower Quartile	30400	30700	31800	33050	35400	36200	36450	38100	38300	40650	41900	43750	46900	50500	53350	54300	54300	55300	38400	
Lower Decile	28400	28900	30050	30300	32450	32650	33050	34150	34400	36150	36650	38350	38050	42250	44350	47100	47750	47550	33700	
Mean	32200	32550	33950	35600	37250	38600	39600	41600	42700	45950	49100	52100	55750	59150	62400	63900	63150	64650	50100	
Supporting Data																				
Total Number	111	233	319	434	608	628	586	529	470	1067	728	532	445	491	591	605	742	1291	10410	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2	6	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

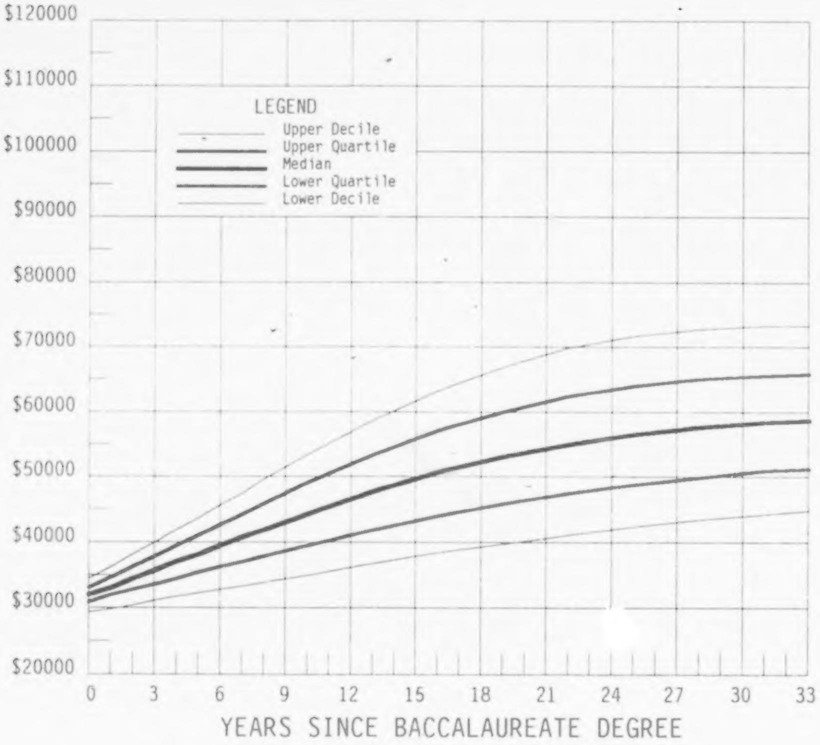
SALARY CURVES FOR ENGINEERS IN AEROSPACE SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	57900	63000	70250	76550	81500	85100	87300	88400	88750	88250	85300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	53850	58250	64400	69700	73900	76850	78700	79650	80000	79700	75700	2.2
Median	0	0	0	0	0	0	0	0	49900	53700	58850	63250	66650	69000	70450	71200	71400	71100	67250	2.2
Lower Quartile	0	0	0	0	0	0	0	0	46100	49100	53200	56650	59350	61300	62600	63300	63650	63750	58450	2.2
Lower Decile	0	0	0	0	0	0	0	0	40550	43100	46600	49550	51900	53700	54900	55700	56150	56500	50250	2.2
Mean	0	0	0	0	0	0	0	0	49700	53450	58650	63150	66700	69250	70900	71800	72200	72150	67700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	59900	65000	71850	73350	82800	80750	88700	88300	86800	89750	85300	
Upper Quartile	0	0	0	0	0	0	0	0	56200	59450	65350	68000	76450	73200	79350	79300	77750	81400	75700	
Median	0	0	0	0	0	0	0	0	50950	54950	59700	61800	69650	66200	69500	71700	69550	72500	67250	
Lower Quartile	0	0	0	0	0	0	0	0	46850	50100	55300	54500	60750	59300	61550	64350	62150	64850	58450	
Lower Decile	0	0	0	0	0	0	0	0	44050	42700	48500	47000	51100	52750	54950	58350	55600	56250	50250	
Mean	0	0	0	0	0	0	0	0	50900	54650	60200	60500	68700	66750	70600	72500	70600	73250	67700	
Supporting Data																				
Total Number	2	3	0	4	8	7	13	19	31	130	125	120	118	171	228	227	281	460	1947	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN AEROSPACE NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34450	36200	38050	39900	41800	43700	45650	47600	49550	53350	58650	63300	67050	69800	71700	72800	73350	73600	63300	2.2
Upper Quartile	33200	34700	36300	37850	39450	41050	42650	44250	45850	48950	53250	56950	60000	62350	64000	65050	65700	66250	53550	2.2
Median	31900	33150	34400	35650	36950	38200	39450	40700	41950	44350	47650	50600	53050	55050	56550	57650	58400	59300	43350	2.2
Lower Quartile	31050	31900	32750	33650	34500	35350	36200	37050	37900	39500	41800	43900	45800	47400	48800	49950	50850	52250	37200	2.2
Lower Decile	29400	29950	30500	31100	31650	32200	32800	33350	33950	35050	36700	38300	39800	41200	42400	43500	44350	45650	32950	2.2
Mean	31850	33100	34350	35600	36900	38150	39400	40650	41900	44300	47600	50600	53100	55100	56700	57850	58650	59700	46100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34950	35950	37800	40050	41450	43700	45850	48600	49300	54050	58000	62450	64600	70300	71450	73800	72700	74150	63300	
Upper Quartile	33300	34050	35750	38150	39750	40800	42850	44950	46350	49300	52700	56000	57250	62850	64650	65450	65200	66800	53550	
Median	31700	32450	33650	35550	37550	38600	39350	41350	42500	44650	46400	49700	51450	55300	57250	58450	58350	59450	43350	
Lower Quartile	30350	30700	31800	33000	35350	36200	36400	38000	38100	40000	40700	42450	43650	46550	49350	50300	51600	52700	37200	
Lower Decile	28350	28950	30050	30300	32450	32650	33000	34000	34150	35700	36100	37650	36250	40300	42150	44900	45750	45800	32950	
Mean	31700	32500	33950	35450	37200	38450	39400	41300	42100	44750	45800	49650	51050	55100	57200	58750	58650	59900	46100	
Supporting Data																				
Total Number	109	230	319	430	600	621	573	510	439	937	603	412	327	320	363	378	461	831	8463	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: AEROSPACE, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33900	35700	37600	39550	41500	43500	45550	47650	49700	53800	59700	64950	69300	72650	75000	76500	77350	77900	66350	2.2
Upper Quartile	32900	34400	36000	37550	39150	40800	42400	44050	45650	48850	53400	57500	60950	63750	65850	67350	68350	69450	54800	2.2
Median	31800	33000	34200	35450	36650	37900	39100	40300	41550	43900	47250	50300	53000	55250	57100	58550	59600	61100	43200	2.2
Lower Quartile	30950	31750	32550	33400	34200	35000	35800	36650	37450	39000	41300	43500	45500	47350	48950	50300	51400	53000	36900	2.2
Lower Decile	29350	29850	30300	30800	31300	31850	32350	32900	33400	34500	36100	37700	39300	40800	42150	43350	44400	45950	32600	2.2
Mean	31500	32750	34000	35300	36550	37850	39100	40400	41650	44150	47700	50900	53700	56050	57900	59350	60450	61850	46800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34700	35750	37300	39900	41050	43500	45600	47700	49450	54900	59550	63400	68900	72000	74800	75950	77050	78550	66350	
Upper Quartile	33200	33900	35450	37900	39550	40550	42350	44550	46100	49200	53100	56550	58300	64500	65800	67600	68450	69800	54800	
Median	31600	32350	33500	35300	37400	38400	38900	40850	41800	44150	46100	49250	51050	56600	57550	59500	59600	61100	43200	
Lower Quartile	30300	30650	31600	32750	35150	35950	36050	37700	37300	39500	40200	41900	42650	47900	48200	50900	52150	53550	36900	
Lower Decile	28300	28800	30000	30050	32050	32300	32450	33850	33350	35250	35400	36500	35950	40500	41250	44900	45850	46000	32600	
Mean	31700	32250	33550	35150	36950	38200	38950	40950	41650	44700	47050	49700	51700	56400	58000	60050	60800	61950	46800	
Supporting Data																				
Total Number	106	224	300	385	532	548	471	424	363	810	494	349	268	281	331	334	469	858	7547	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	53650	56250	61450	68750	75050	79850	83100	84950	85650	85600	84500	81350	2.2
Upper Quartile	0	0	0	0	0	0	0	49950	52200	56550	62600	67750	71700	74400	75950	76600	76650	75950	72950	2.2
Median	0	0	0	0	0	0	0	46700	48550	52100	57000	61150	64300	66500	67850	68550	68750	68450	63650	2.2
Lower Quartile	0	0	0	0	0	0	0	42900	44350	47100	50850	54000	56500	58350	59550	60300	60650	60850	54800	2.2
Lower Decile	0	0	0	0	0	0	0	37300	38350	40400	43250	45700	47800	49450	50700	51650	52300	53050	47050	2.2
Mean	0	0	0	0	0	0	0	46400	48250	51850	56800	61050	64300	66600	68050	68800	69050	68850	64300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	55500	58950	63650	70750	72150	81500	77350	83600	84500	84250	86950	81350	
Upper Quartile	0	0	0	0	0	0	0	53250	53000	58650	63700	66000	72850	70200	74150	75350	76200	77750	72950	
Median	0	0	0	0	0	0	0	49600	50400	54450	58500	58500	64400	63550	64900	68200	68350	70250	63650	
Lower Quartile	0	0	0	0	0	0	0	46250	46400	49250	52150	51000	52800	57100	58000	61800	60400	61700	54800	
Lower Decile	0	0	0	0	0	0	0	40250	37850	41900	45650	41800	43500	50600	48800	56200	51950	53000	47050	
Mean	0	0	0	0	0	0	0	49950	50000	53850	58400	57650	63750	63450	66450	69250	68900	70050	64300	
Supporting Data																				
Total Number	1	3	0	2	8	6	10	15	28	98	72	68	55	96	118	105	176	280	1141	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34450	36100	37800	39500	41250	43000	44800	46550	48300	51700	56450	60550	63800	66300	67950	69000	69600	69900	59300	2.2
Upper Quartile	33200	34650	36100	37550	39000	40500	41950	43400	44850	47600	51450	54800	57550	59650	61150	62200	62850	63450	49500	2.2
Median	32000	33150	34300	35400	36550	37700	38800	39950	41050	43150	46100	48700	50900	52700	54150	55200	55950	57000	40950	2.2
Lower Quartile	31100	31850	32600	33350	34100	34850	35600	36350	37050	38450	40500	42300	44000	45450	46750	47800	48650	49950	36100	2.2
Lower Decile	29300	29750	30250	30750	31200	31700	32200	32700	33200	34200	35650	37100	38500	39750	40950	41950	42800	44050	32150	2.2
Mean	31800	32950	34100	35250	36400	37550	38700	39800	40900	43050	46050	48650	50900	52750	54200	55300	56100	57150	43650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34500	35650	37300	39900	40950	43350	45250	46850	48400	52100	55800	59850	60700	68550	67050	69350	68650	70800	59300	
Upper Quartile	33150	33850	35450	37850	39500	40500	42050	44200	45450	47750	50750	54200	54800	59650	60950	62250	62200	64500	49500	
Median	31600	32300	33500	35300	37350	38350	38800	40650	41200	43400	44950	47400	49300	53200	53500	55150	55800	57900	40950	
Lower Quartile	30300	30650	31600	32700	35150	35900	35950	37550	37000	38950	39400	41000	41050	44050	44950	48300	49700	51150	36100	
Lower Decile	28250	28850	30000	30000	32050	32250	32400	33700	33000	34800	34900	36250	34750	38600	39800	43050	43800	45000	32150	
Mean	31550	32200	33550	35100	36900	38050	38750	40650	40950	43400	45150	47800	48600	52750	53300	55800	55900	58050	43650	
Supporting Data																				
Total Number	105	221	300	383	524	542	461	409	335	712	422	281	213	185	213	229	293	578	6406	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: AEROSPACE, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	42500	44600	46750	48950	51150	53400	57850	64250	70050	74900	78750	81550	83400	84500	85450	77300	2.2
Upper Quartile	0	0	0	39600	41500	43450	45400	47350	49300	53200	58700	63650	67750	70950	73200	74700	75600	76300	67550	2.2
Median	0	0	0	37650	39200	40750	42350	43900	45450	48500	52850	56650	59900	62500	64450	65850	66800	67800	56600	2.2
Lower Quartile	0	0	0	35750	36900	38100	39250	40400	41550	43800	46950	49900	52550	54800	56700	58250	59450	61100	45850	2.2
Lower Decile	0	0	0	34350	35050	35800	36550	37250	38000	39450	41600	43650	45600	47400	49000	50350	51450	53150	39450	2.2
Mean	0	0	0	38050	39550	41100	42600	44150	45700	48700	52950	56850	60200	62950	65100	66700	67850	69300	57800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	43100	43850	47050	47950	51700	52850	59850	62900	68000	77650	78150	82900	82250	82900	86400	77300	
Upper Quartile	0	0	0	40000	40900	43250	44800	48500	48900	53950	58350	63000	70250	69300	73100	74150	74600	77200	67550	
Median	0	0	0	37750	39000	40650	41900	43750	45750	49400	52800	56000	58900	61850	65650	66300	65900	68050	56600	
Lower Quartile	0	0	0	35600	36700	37950	38650	40600	42350	44750	46300	49250	51650	53450	58300	59150	59600	60650	45850	
Lower Decile	0	0	0	33950	34800	36400	36450	36500	39000	40500	40250	42400	45900	45900	52000	50850	52150	52100	39450	
Mean	0	0	0	38900	39100	41050	42050	43900	45950	49600	52250	55950	60950	62050	66750	66850	67050	69350	57800	
Supporting Data																				
Total Number	5	9	19	49	75	79	112	98	104	236	205	160	149	178	213	232	239	395	2557	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	63800	70900	77150	82250	86050	88600	90050	90750	90900	87950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	60050	65750	70700	74650	77700	79800	81200	82100	82950	78550	2.2
Median	0	0	0	0	0	0	0	0	0	56000	60850	64900	68100	70450	72050	73100	73700	74200	70250	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52400	56500	59850	62450	64300	65500	66200	66600	66900	62850	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48500	51450	54100	56300	58150	59650	60800	61700	62850	56300	2.2
Mean	0	0	0	0	0	0	0	0	0	56000	61100	65500	68950	71600	73400	74600	75350	76050	71550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	65800	70150	73550	84250	88500	90850	87250	88650	92100	87950	
Upper Quartile	0	0	0	0	0	0	0	0	0	61500	65000	69300	76900	77400	81600	78750	80300	84400	78550	
Median	0	0	0	0	0	0	0	0	0	56850	60550	63600	72150	69000	72300	71900	71650	75700	70250	
Lower Quartile	0	0	0	0	0	0	0	0	0	52050	57150	60700	64850	61850	65000	66250	64650	68250	62850	
Lower Decile	0	0	0	0	0	0	0	0	0	47150	54400	55550	56600	54500	60350	60500	60150	64200	56300	
Mean	0	0	0	0	0	0	0	0	0	56750	60950	64150	72400	70500	74250	72950	73150	77650	71550	
Supporting Data																				
Total Number	1	0	0	2	0	1	3	4	3	31	43	47	53	65	90	103	94	164	704	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41100	42850	44650	46450	48250	50050	51800	55350	60300	64750	68450	71400	73650	75200	76250	77400	69200	2.2
Upper Quartile	0	0	38700	40250	41850	43450	45050	46650	48250	51350	55650	59500	62750	65300	67200	68600	69500	70550	60900	2.2
Median	0	0	36900	38200	39550	40850	42200	43500	44750	47250	50750	53850	56500	58650	60300	61550	62450	63600	51000	2.2
Lower Quartile	0	0	35150	36150	37150	38150	39150	40100	41050	42900	45500	47850	49900	51650	53100	54250	55100	56400	43000	2.2
Lower Decile	0	0	34050	34600	35200	35800	36400	36950	37550	38700	40400	42000	43500	44900	46150	47200	48050	49350	38250	2.2
Mean	0	0	37300	38550	39850	41100	42350	43600	44800	47200	50550	53600	56200	58350	60050	61400	62400	63750	52600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44300	41300	43850	46600	47700	51500	51650	57000	59350	63900	67650	69900	72400	76050	77650	77500	69200	
Upper Quartile	0	0	40700	39750	40900	43150	44600	47750	48600	52600	55650	58600	60000	64550	68250	68250	69250	71250	60900	
Median	0	0	38950	37600	39000	40600	41850	43500	45550	48500	50400	53200	54000	58250	61150	61500	63000	63700	51000	
Lower Quartile	0	0	36500	35500	36700	37950	38700	40300	42250	44250	44800	45900	48850	50050	54900	55250	56050	55800	43000	
Lower Decile	0	0	33900	33900	34800	36350	36400	36400	38950	40050	39550	41300	40600	42650	49000	47650	50150	48500	38250	
Mean	0	0	39750	38150	39100	40950	41950	43650	45550	48500	49950	52550	54600	57250	61300	62000	63100	63450	52600	
Supporting Data																				
Total Number	4	9	19	47	75	78	109	94	101	205	162	113	96	113	123	129	145	231	1853	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

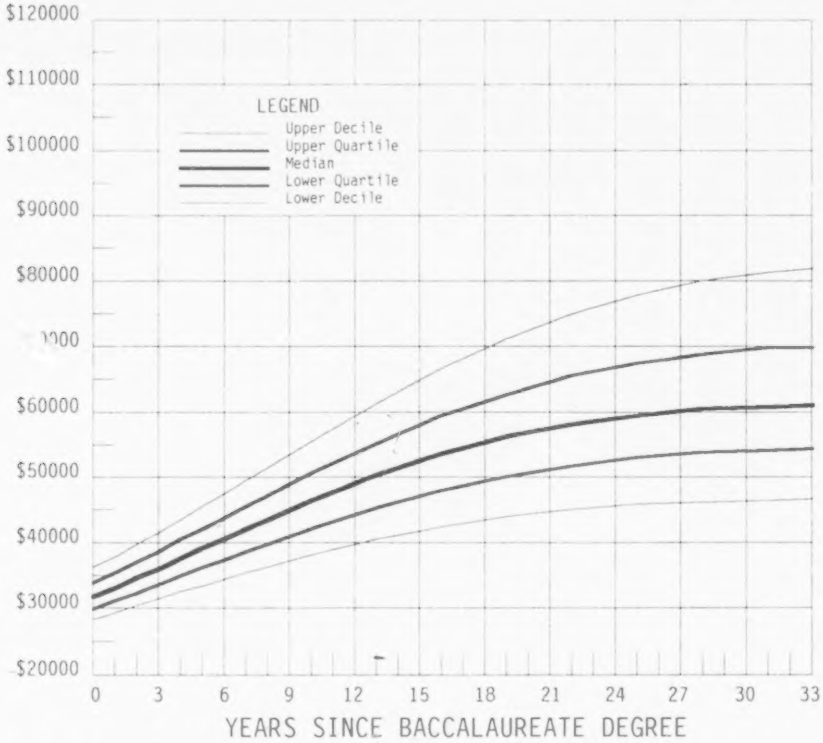
1991 ENGINEERING SALARY STATISTICS: AEROSPACE, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65100	71150	76600	81300	85150	88150	90400	92050	94050	86450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	60450	66050	71050	75200	78500	81000	82750	84000	85400	78600	2.2
Median	0	0	0	0	0	0	0	0	0	53550	58950	63450	66800	69100	70500	71200	71500	71400	67450	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48650	52600	56100	59000	61350	63150	64500	65400	66550	57700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45450	48100	50400	52450	54150	55550	56650	57450	58600	50550	2.2
Mean	0	0	0	0	0	0	0	0	0	55150	59600	63600	66950	69650	71750	73300	74400	75800	68250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	62550	76400	74800	81500	79800	89100	96850	86500	95500	86450	
Upper Quartile	0	0	0	0	0	0	0	0	0	58750	70750	66600	76000	75000	82900	86550	80500	85600	78600	
Median	0	0	0	0	0	0	0	0	0	54100	59000	62000	65350	69150	70750	80300	64000	72000	67450	
Lower Quartile	0	0	0	0	0	0	0	0	0	50200	50750	54750	60550	61350	63150	69750	60200	67000	57700	
Lower Decile	0	0	0	0	0	0	0	0	0	47800	45350	50450	53800	50200	58150	63800	52400	57600	50550	
Mean	0	0	0	0	0	0	0	0	0	54700	61350	61500	66700	67000	73500	79550	68400	76350	68250	
Supporting Data																				
Total Number	0	0	0	0	1	1	3	7	3	21	29	23	28	32	47	39	34	38	306	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	61950	67450	72200	76100	79150	81400	82950	84000	85150	81000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59200	63800	67750	70950	73500	75400	76750	77700	78800	70800	2.2
Median	0	0	0	0	0	0	0	0	0	53050	57700	61400	64200	66000	67100	67650	67850	67750	62300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48850	50550	52350	54250	56200	58100	59850	61450	64300	53950	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45950	47100	48300	49600	50900	52150	53350	54400	56200	48200	2.2
Mean	0	0	0	0	0	0	0	0	0	53500	57200	60350	63000	65100	66700	67850	68700	69750	63000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	61350	71100	68800	73600	77600	87150	82500	83400	83800	81000	
Upper Quartile	0	0	0	0	0	0	0	0	0	58000	68250	66000	67000	72650	80400	78000	73000	80500	70800	
Median	0	0	0	0	0	0	0	0	0	53750	56500	61350	62000	68000	68350	72000	62550	69000	62300	
Lower Quartile	0	0	0	0	0	0	0	0	0	50000	47750	54500	55500	52500	59800	66000	57500	64400	53950	
Lower Decile	0	0	0	0	0	0	0	0	0	47750	43850	49400	52400	44600	56550	60000	51300	54800	48200	
Mean	0	0	0	0	0	0	0	0	0	53900	56800	60400	61450	63900	69500	71350	65150	69800	63000	
Supporting Data																				
Total Number	0	0	0	0	1	1	3	7	3	20	19	18	18	22	27	20	23	22	204	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

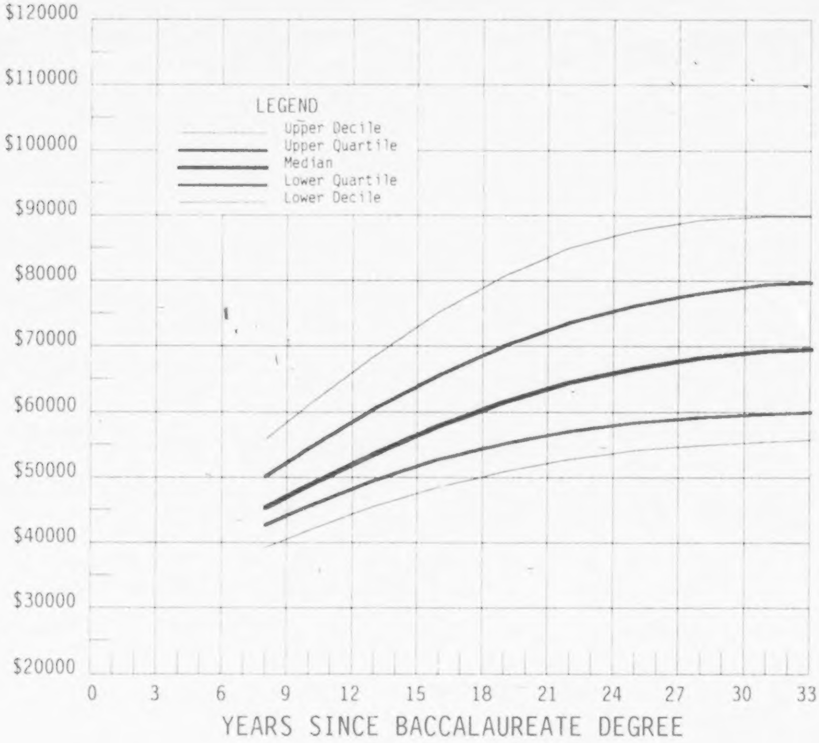
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36150	37950	39800	41700	43600	45550	47550	49550	51550	55550	61350	66650	71250	75000	77850	79950	81350	82900	70200	2.2
Upper Quartile	33900	35500	37100	38750	40450	42150	43850	45550	47200	50550	55200	59350	62800	65550	67500	68900	69750	70600	60150	2.2
Median	31700	33150	34600	36100	37600	39100	40600	42100	43550	46400	50300	53600	56250	58250	59600	60450	60900	61150	51150	2.2
Lower Quartile	29950	31200	32400	33650	34900	36150	37400	38600	39800	42100	45250	47950	50150	51800	53000	53800	54250	54750	42300	2.2
Lower Decile	28350	29400	30400	31450	32450	33450	34450	35400	36350	38100	40450	42350	43900	45000	45750	46250	46500	46700	35600	2.2
Mean	32000	33450	34900	36400	37850	39400	40900	42350	43850	46750	50750	54250	57150	59400	61000	62100	62750	63400	52450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34000	38400	39100	43650	44200	46700	48450	48300	54250	55900	59650	66300	70250	73000	80450	83200	84000	81350	70200	
Upper Quartile	32950	35700	36150	39500	40400	43000	45250	44600	49300	51500	53600	59300	61050	65500	67600	71300	70900	70150	60150	
Median	31100	33050	33850	36700	37600	39850	41900	40900	45750	47150	48750	53700	54750	58550	59700	62150	62050	60650	51150	
Lower Quartile	29000	31150	32050	34350	35450	36600	37950	37600	41750	42300	44350	47450	49900	52900	51650	54750	56300	54050	42300	
Lower Decile	27150	29550	30600	32500	32750	34450	33650	35200	37900	37750	39650	41050	45150	47350	45350	44400	49750	45650	35600	
Mean	30800	33750	34400	37250	38200	40100	41600	41450	46450	46950	49600	53400	56800	59700	61400	63550	64600	62450	52450	
Supporting Data																				
Total Number	39	57	89	56	76	98	87	87	98	310	310	304	252	228	192	165	165	312	2925	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

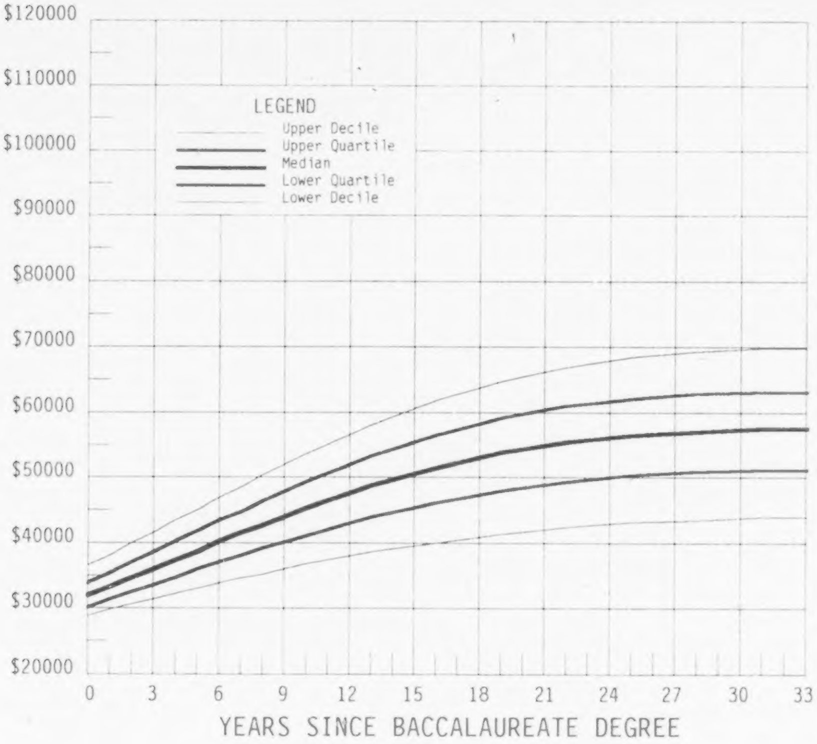
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	55700	60950	68500	75250	80800	84950	87700	89250	89950	89950	83450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	50250	54500	60450	65700	70050	73500	76150	78050	79350	80750	71900	3.0
Median	0	0	0	0	0	0	0	0	45350	48750	53650	58000	61700	64600	66800	68300	69250	70250	60750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	42750	45700	49650	52800	55300	57100	58400	59250	59800	60300	53500	3.4
Lower Decile	0	0	0	0	0	0	0	0	39300	42000	45600	48600	50950	52750	54050	54950	55550	56150	46150	3.2
Mean	0	0	0	0	0	0	0	0	46350	50150	55550	60350	64300	67250	69300	70550	71200	71550	63400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	75250	60000	71450	72950	75950	77600	93300	91800	95100	90850	83450	
Upper Quartile	0	0	0	0	0	0	0	0	51450	56450	58950	67550	68700	68800	79150	81000	79450	81800	71900	
Median	0	0	0	0	0	0	0	0	48450	51050	51950	59850	59050	63000	66900	71100	68800	71300	60750	
Lower Quartile	0	0	0	0	0	0	0	0	43900	47450	46650	54850	54000	56750	58900	62300	58650	60100	53500	
Lower Decile	0	0	0	0	0	0	0	0	39800	44450	42450	50800	49100	53150	54300	57450	55250	55550	46150	
Mean	0	0	0	0	0	0	0	0	51350	51750	54250	61250	62500	64600	70050	72750	70450	73100	63400	
Supporting Data																				
Total Number	0	2	5	7	3	9	7	4	27	58	74	83	108	110	80	69	73	95	812	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38250	39950	41650	43400	45150	46900	48600	50300	53600	58050	61850	64850	67050	68500	69350	69800	69950	62750	2.2
Upper Quartile	33950	35500	37050	38600	40200	41750	43350	44900	46400	49300	53300	56600	59200	61050	62250	62950	63250	63300	55400	2.2
Median	31950	33300	34650	36050	37400	38800	40150	41500	42800	45350	48750	51600	53800	55400	56500	57150	57500	57650	47550	2.2
Lower Quartile	30200	31350	32500	33650	34800	35900	37050	38150	39200	41200	43950	46250	48050	49400	50300	50900	51250	51550	39950	2.2
Lower Decile	28900	29750	30600	31450	32250	33050	33800	34600	35300	36700	38550	40100	41400	42350	43100	43600	43950	44400	34100	2.2
Mean	32250	33600	34950	36300	37650	39000	40300	41600	42900	45350	48650	51400	53600	55200	56300	57000	57350	57600	48200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34000	38600	39300	42300	44050	45350	48300	48300	53150	54350	57750	61300	61300	66200	67200	70000	71550	71150	62750	
Upper Quartile	32950	35250	36350	38850	40350	42700	44700	43950	48350	50400	52300	56050	56550	61450	62200	63600	63850	63900	55400	
Median	31100	32900	34050	36300	37450	39750	41700	40650	44650	45900	47950	51500	52600	54800	54400	57100	60550	58050	47550	
Lower Quartile	29000	31050	31950	34050	35300	36300	38050	37500	41500	41600	43800	45100	47600	49450	48400	50450	54100	51900	39950	
Lower Decile	27150	29450	30550	32300	32650	34350	33250	35100	36050	36650	39000	37500	43700	43050	43050	41250	46650	44350	34100	
Mean	30800	33650	34450	36750	38050	39550	41400	41250	44600	45850	48150	50500	52500	55100	55200	57000	59950	57850	48200	
Supporting Data																				
Total Number	39	55	85	49	73	89	80	83	72	252	236	221	144	118	112	96	92	217	2113	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35250	37000	38850	40700	42600	44550	46450	48400	50300	54050	59350	63900	67600	70350	72200	73300	73850	74150	65150	2.2
Upper Quartile	33200	34800	36400	38050	39750	41400	43100	44750	46400	49550	53900	57550	60400	62400	63700	64450	64750	64700	56900	2.2
Median	31350	32800	34250	35700	37150	38600	40050	41450	42900	45550	49250	52300	54700	56400	57500	58100	58400	58450	48650	2.2
Lower Quartile	29950	31100	32250	33400	34550	35700	36850	37950	39050	41150	44100	46600	48700	50400	51600	52500	53100	53800	39850	2.2
Lower Decile	28750	29550	30400	31200	32000	32800	33650	34400	35200	36750	38900	40800	42500	43900	45000	45850	46400	47000	33750	3.2
Mean	31550	32950	34400	35800	37250	38700	40100	41550	42900	45600	49300	52450	55000	56850	58150	59000	59450	59800	49350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33700	37200	39000	39700	43550	46950	45350	46500	51300	54750	57450	66050	68650	67450	72550	73050	73050	74900	65150	
Upper Quartile	32700	34800	35850	37750	40350	42800	43050	43600	48300	50650	51750	58900	58100	63350	65500	64150	66200	64150	56900	
Median	30900	32750	33800	36150	37450	39250	40900	40250	43550	46250	47500	53350	53850	57300	57850	57800	59950	57900	48650	
Lower Quartile	28900	30950	32100	34000	35050	36550	36850	36950	39500	41750	43400	45350	49100	53000	49900	53250	55100	53000	39850	
Lower Decile	27000	29350	30600	32250	32150	34550	32250	34450	33800	37800	38400	37650	45100	48000	45100	43450	49800	45400	33750	
Mean	30400	33000	34200	35950	37750	40050	40000	40650	43550	46150	47900	52350	55450	57700	58100	59150	61100	59100	49350	
Supporting Data																				
Total Number	37	53	81	45	54	69	62	64	60	206	224	192	150	125	103	82	87	194	1889	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	51300	55850	62400	68250	73050	76650	79050	80450	81100	81200	74450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	48200	52100	57550	62350	66250	69150	71100	72250	72850	73100	66300	2.2
Median	0	0	0	0	0	0	0	0	44700	47850	52200	56000	59100	61400	63050	64050	64600	65000	57650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	41400	44450	48550	52000	54600	56400	57450	57900	58050	57650	50950	2.2
Lower Decile	0	0	0	0	0	0	0	0	37800	40200	43600	46600	49050	50950	52350	53300	53900	54500	43750	2.2
Mean	0	0	0	0	0	0	0	0	44950	48450	53350	57600	60900	63300	64800	65600	65950	65800	58900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	51550	57450	60000	71050	75450	70450	80500	84150	77850	83600	74450	
Upper Quartile	0	0	0	0	0	0	0	0	49700	52600	55450	66500	66150	65850	70500	73350	70350	75850	66300	
Median	0	0	0	0	0	0	0	0	47800	49500	50350	59350	55850	60250	64500	63800	61100	68500	57650	
Lower Quartile	0	0	0	0	0	0	0	0	40850	46600	45400	54550	53400	56700	57900	60200	56800	57500	50950	
Lower Decile	0	0	0	0	0	0	0	0	39150	44000	41650	43850	47900	54050	52600	55250	53800	53750	43750	
Mean	0	0	0	0	0	0	0	0	46350	49950	51200	59700	60450	61650	64350	67650	63900	67450	58900	
Supporting Data																				
Total Number	0	2	5	5	2	9	3	4	17	46	58	64	69	66	49	31	44	60	533	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35400	37050	38750	40500	42200	43900	45650	47300	49000	52150	56400	59850	62450	64150	65200	65650	65750	65350	59350	2.2
Upper Quartile	33300	34800	36300	37850	39350	40850	42350	43850	45300	48050	51750	54800	57150	58750	59750	60300	60500	60350	52900	2.2
Median	31650	32950	34250	35550	36850	36150	39400	40650	41850	44200	47300	49900	51900	53400	54350	54950	55250	55400	44950	2.2
Lower Quartile	30000	31100	32150	33200	34300	35350	36350	37400	38400	40250	42850	45000	46800	48150	49150	49850	50300	50750	37450	2.2
Lower Decile	28650	29400	30150	30850	31600	32300	33000	33700	34400	35700	37550	39200	40600	41800	42750	43500	44000	44600	32650	3.0
Mean	31700	33000	34300	35600	36900	38200	39450	40700	41900	44200	47300	49850	51800	53200	54100	54650	54900	54950	45600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33700	36800	39200	39500	43700	45500	45300	46100	50950	53850	55350	59650	58200	64150	64800	64700	68600	66350	59350	
Upper Quartile	32700	34350	35950	37550	40400	41900	43050	43050	46400	49600	50350	54750	55100	58000	59300	59450	62650	61150	52900	
Median	30900	32650	33950	35750	37300	39050	41050	39850	42550	44350	46850	49850	51350	53300	51250	54450	58950	55800	44950	
Lower Quartile	28900	30900	32050	33700	34900	36200	37000	36800	38350	41100	42600	43050	47250	48950	47800	49150	53350	50900	37450	
Lower Decile	27000	29250	30550	32150	32000	34350	32050	34350	33150	35600	37650	36050	44150	44400	43000	41400	46650	44250	32650	
Mean	30400	32800	34300	35700	37700	39200	40050	40350	42400	45050	46750	48600	51150	53350	52450	53950	58200	55400	45600	
Supporting Data																				
Total Number	37	51	76	41	52	60	59	60	42	160	166	128	81	59	54	51	43	134	1355	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	45500	47400	49300	51200	53150	57000	62700	68050	72850	77000	80450	83150	85200	87950	74450	2.2
Upper Quartile	0	0	0	0	41850	43350	44900	46450	47950	51050	55500	59700	63500	66850	69700	72000	73750	76350	62800	2.2
Median	0	0	0	0	39600	40900	42150	43400	44650	47100	50500	53550	56200	58400	60200	61550	62550	63900	53400	2.2
Lower Quartile	0	0	0	0	36300	37450	38600	39750	40850	43000	45950	48550	50700	52450	53750	54700	55400	56200	44750	2.2
Lower Decile	0	0	0	0	33950	34900	35750	36650	37450	38950	40900	42350	43400	44050	44400	44550	44600	44400	39600	2.2
Mean	0	0	0	0	39400	40800	42200	43550	44950	47600	51400	54800	57750	60200	62150	63600	64700	66100	55450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	45850	43600	56450	48850	56050	56550	70000	64750	69900	74700	79150	85150	96150	85200	74450	
Upper Quartile	0	0	0	0	40450	42750	48400	46250	48650	51150	57100	58350	63250	66450	66750	74300	75500	76400	62800	
Median	0	0	0	0	37950	41350	45800	42150	45600	46850	51600	53100	55550	58850	57100	63750	62950	64250	53400	
Lower Quartile	0	0	0	0	36250	35950	40450	39400	43150	42750	47050	48700	50000	51200	52450	55800	56750	56300	44750	
Lower Decile	0	0	0	0	33900	34200	35400	38050	41850	37050	43250	42250	44100	42950	42900	41750	48200	44600	39600	
Mean	0	0	0	0	39250	39550	45300	43000	46750	46850	53400	54000	57850	59200	60050	64150	67550	65800	55450	
Supporting Data																				
Total Number	2	4	8	8	22	27	20	20	22	81	66	93	82	79	56	51	57	85	783	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	68450	75700	81850	86600	89950	92000	93150	93700	89500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	62200	68350	73700	78100	81500	83950	85600	87350	78000	2.2
Median	0	0	0	0	0	0	0	0	0	0	57000	62100	66550	70200	73000	75050	76400	78000	67650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	49400	53300	56750	59750	62200	64100	65550	67550	57750	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	46300	49850	52950	55550	57600	59200	60350	61850	51450	2.2
Mean	0	0	0	0	0	0	0	0	0	0	57300	62600	67150	70800	73500	75400	76600	77800	69300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	77400	87700	75700	78600	95600	89800	98350	96700	89500	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	73450	70300	69350	73450	80400	83250	95900	86850	78000	
Median	0	0	0	0	0	0	0	0	0	0	69250	61550	63650	65600	73450	71600	85350	78900	67650	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	56350	55550	56600	54900	58000	63850	69450	70600	57750	
Lower Decile	0	0	0	0	0	0	0	0	0	0	53250	52550	52150	50850	54700	60450	61200	65500	51450	
Mean	0	0	0	0	0	0	0	0	0	0	65950	65600	65650	65050	71750	73600	81200	81100	69300	
Supporting Data																				
Total Number	0	0	0	2	1	0	5	0	5	7	15	16	36	37	20	24	25	28	221	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

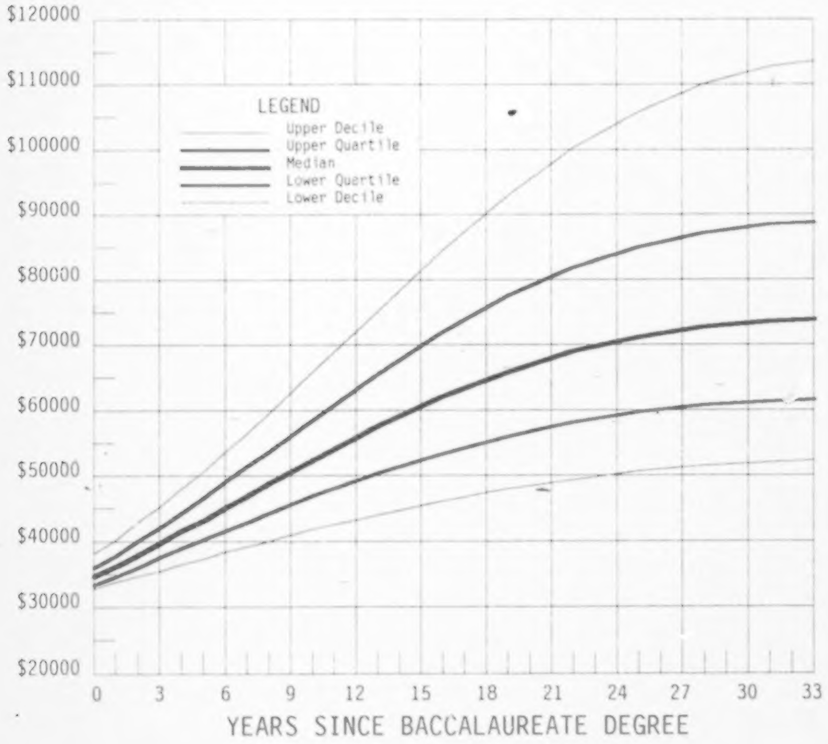
1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	43350	45100	46800	48500	50200	53400	57750	61350	64050	65950	67150	67750	68000	67800	62800	2.2
Upper Quartile	0	0	0	0	40600	42150	43650	45150	46600	49450	53250	56500	59000	60850	62100	62850	63250	63400	56700	2.2
Median	0	0	0	0	38300	39700	41050	42400	43750	46250	49600	52450	54600	56150	57200	57800	58100	58200	49150	2.2
Lower Quartile	0	0	0	0	35350	36650	37900	39100	40250	42400	45000	46850	47950	48400	48400	48100	47700	46650	42700	2.2
Lower Decile	0	0	0	0	32950	34000	35000	35950	36850	38500	40400	41700	42450	42700	42600	42350	41950	41100	37950	2.2
Mean	0	0	0	0	38100	39500	40850	42200	43500	46000	49250	51900	53850	55150	55950	56300	56400	56150	50050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	45050	43600	57250	48850	57000	52650	57450	60850	61400	64500	63750	71700	65250	71450	62800	
Upper Quartile	0	0	0	0	40200	42750	48350	46250	48200	49800	52850	56100	55800	61250	60050	64450	62450	65500	56700	
Median	0	0	0	0	37850	41350	45150	42150	45450	46200	50200	51900	53050	54750	54300	58950	58800	60100	49150	
Lower Quartile	0	0	0	0	36200	35950	39100	39400	43350	42200	45700	47600	46000	47550	45750	43950	53050	47550	42700	
Lower Decile	0	0	0	0	33850	34200	35050	38050	41950	36850	42500	41650	42000	40550	41750	38600	45300	42200	37950	
Mean	0	0	0	0	38950	39550	44800	43000	46950	45650	49800	51550	51700	54050	53500	55800	57250	58350	50050	
Supporting Data																				
Total Number	2	4	8	6	21	27	15	20	17	73	51	76	46	42	36	27	33	57	563	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	63600	66650	71100	75300	79200	82700	85800	88450	90600	94050	84300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	60300	62550	65800	68900	71750	74350	76600	78600	80250	82850	73500	2.2
Median	0	0	0	0	0	0	0	0	49350	52600	57150	61100	64350	66850	68600	69800	70500	71150	63450	2.2
Lower Quartile	0	0	0	0	0	0	0	0	46950	49650	53300	56350	58800	60700	62050	63000	63600	64100	55550	3.4
Lower Decile	0	0	0	0	0	0	0	0	43800	45000	47300	49900	52500	54850	56800	58250	59200	60100	48900	3.4
Mean	0	0	0	0	0	0	0	0	52250	55050	59000	62600	65750	68400	70550	72300	73600	75400	65950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	77100	62200	64550	70650	73800	89650	97600	91800	83850	89250	84300	
Upper Quartile	0	0	0	0	0	0	0	0	72700	58050	61250	65500	67000	76600	85800	82350	78250	77700	73500	
Median	0	0	0	0	0	0	0	0	49400	53850	56950	59650	62000	66500	70000	71150	71400	69900	63450	
Lower Quartile	0	0	0	0	0	0	0	0	47750	50450	51850	57150	56500	60800	61100	63250	64800	65100	55550	
Lower Decile	0	0	0	0	0	0	0	0	46200	47800	40600	51500	52300	55650	55050	59900	60900	60100	48900	
Mean	0	0	0	0	0	0	0	0	56450	54200	55750	61200	62500	71500	73750	74100	71350	73650	65950	
Supporting Data																				
Total Number	0	0	0	2	0	2	5	3	16	23	20	19	20	24	33	31	20	33	253	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

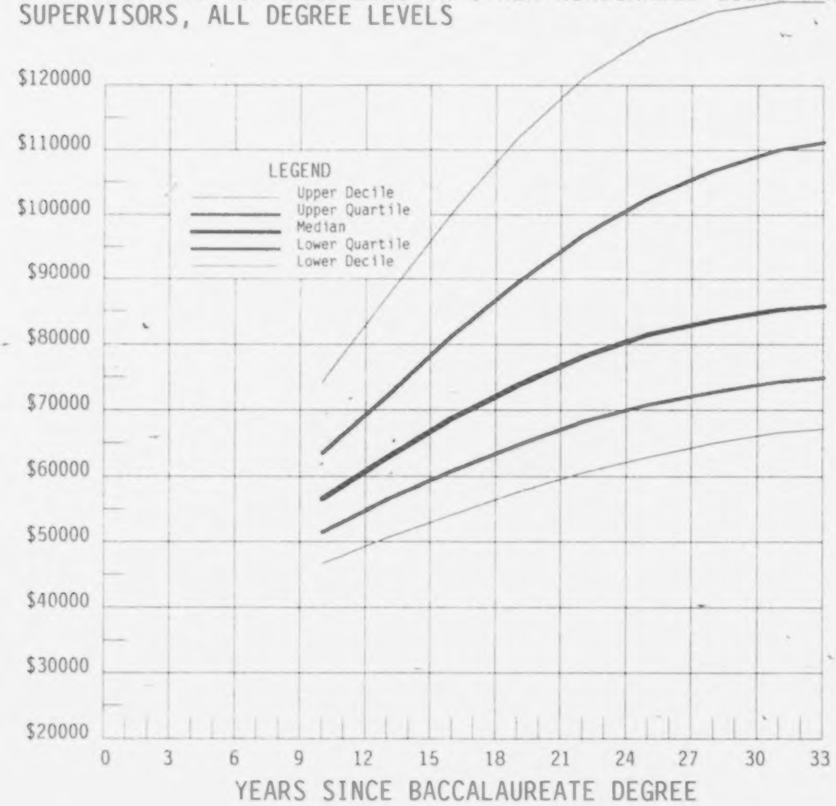
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38100	40400	42850	45350	48000	50750	53600	56550	59550	65800	75300	84600	93100	100300	105950	110050	112850	115800	82950	2.2
Upper Quartile	35900	37900	40000	42150	44400	46650	48950	51350	53700	58500	65500	71950	77500	81850	85050	87200	88500	89550	66150	2.2
Median	34550	36250	37950	39700	41500	43300	45150	46950	48800	52400	57500	62100	65950	69000	71200	72750	73700	74650	52650	2.2
Lower Quartile	33350	34750	36100	37500	38900	40250	41600	42950	44250	46850	50350	53450	56050	58100	59650	60700	61350	61950	41600	3.6
Lower Decile	32850	33750	34700	35600	36500	37400	38300	39200	40050	41750	44050	46150	47950	49450	50600	51450	52050	52650	36550	3.2
Mean	34800	36500	38300	40100	41950	43850	45800	47750	49700	53550	59200	64850	68850	72500	75350	77350	78750	80350	57300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	40600	43450	43150	47800	49300	54550	56650	63400	69050	74500	80450	87000	107500	118550	97150	94350	137850	82950	
Upper Quartile	36350	37700	40050	41450	43150	45800	50100	52150	54800	59900	64550	70850	74850	86100	88050	80150	80700	97650	66150	
Median	35250	36500	37650	38450	40350	42500	45900	47850	50100	53050	57250	63600	65300	64450	75450	69350	69000	81050	52650	
Lower Quartile	34350	35150	36200	35700	38950	39700	41950	42800	44600	46900	50800	54200	57650	54550	63250	60500	60250	61900	41600	
Lower Decile	33250	34200	34800	33200	38100	38200	38100	40050	39850	41150	45700	43450	51600	47050	56050	49950	56000	49800	36550	
Mean	35350	36950	38300	38400	41800	43050	46100	48200	50450	54400	59650	63650	67300	73050	81400	71750	73400	85400	57300	
Supporting Data																				
Total Number	65	61	61	58	41	62	79	70	72	143	129	131	98	96	50	53	60	82	1409	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	6	4	0	2	11	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

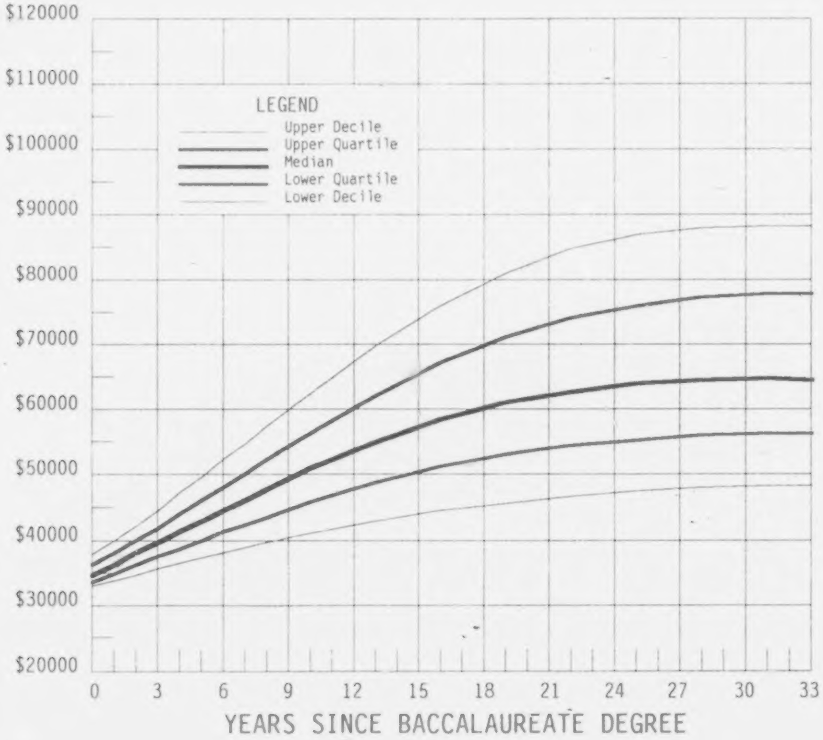
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	74100	87350	100350	111900	121150	127500	131200	132850	132700	109300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63350	72400	81250	89500	96700	102550	107050	110250	114150	85700	2.2
Median	0	0	0	0	0	0	0	0	0	56450	62850	68800	73950	78200	81500	83850	85400	87150	68300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51550	56450	60900	64900	68200	70900	72900	74400	76350	56050	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	46750	50600	54250	57550	60450	62950	65000	66600	68950	44500	2.2
Mean	0	0	0	0	0	0	0	0	0	58750	66150	73250	79600	84950	89150	92250	94350	96800	73800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58050	0	0	79850	96450	92200	95500	140250	142550	113150	112000	162300	109300	
Upper Quartile	0	0	0	0	0	0	54650	0	0	64000	75100	79200	84250	104000	104550	98550	89500	143250	85700	
Median	0	0	0	0	0	0	49200	0	0	56550	63300	67850	72100	85800	80900	75050	75100	99300	68300	
Lower Quartile	0	0	0	0	0	0	47050	0	0	49650	57850	64050	65100	61650	74000	66300	68800	88150	56050	
Lower Decile	0	0	0	0	0	0	41900	0	0	45250	52750	55850	59150	52450	70100	60100	64000	75150	44500	
Mean	0	0	0	0	0	0	49500	0	0	59100	69400	72550	74950	88600	92600	82500	82200	113850	73800	
Supporting Data																				
Total Number	0	4	3	9	10	10	17	9	7	33	41	55	43	39	27	18	25	28	377	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	6	4	0	1	11	23	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37750	39950	42250	44650	47100	49600	52150	54700	57300	62450	69750	76100	81150	84700	86900	88000	88300	87700	70500	2.2
Upper Quartile	36150	38050	40000	41950	44000	46050	48100	50200	52250	56350	62100	67100	71100	74100	76100	77250	77850	78000	59150	2.2
Median	34800	36400	38050	39700	41350	43000	44650	46250	47850	50900	55000	58400	61000	62800	63900	64500	64700	64550	48600	2.2
Lower Quartile	33700	34950	36250	37500	38750	40000	41250	42450	43600	45800	48750	51150	53050	54400	55300	55900	56200	56350	39700	2.2
Lower Decile	33000	33900	34800	35700	36550	37350	38150	38950	39650	41050	42900	44450	45700	46650	47400	47950	48300	48700	35850	3.2
Mean	35050	36650	38300	39950	41600	43300	44950	46600	48250	51400	55700	59450	62400	64600	66100	67000	67500	67850	51250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	39000	43450	43300	47050	48250	52650	53700	63300	65800	66900	72700	76250	84950	88600	82200	84900	96950	70500	
Upper Quartile	36350	37500	39800	41900	42650	45300	49200	50500	54050	58500	61100	65200	67700	71450	82250	76250	75000	82800	59150	
Median	35250	36350	37550	38800	40400	42050	44800	47050	50100	52650	54400	57100	59850	58800	64300	65950	64300	67200	48600	
Lower Quartile	34350	35000	36150	36100	39050	39600	41400	42350	44700	46250	48700	50950	52900	52550	56950	55150	58000	56350	39700	
Lower Decile	33250	34150	34700	33600	38300	38350	37350	39750	40350	40600	44700	40000	50150	45700	50600	48950	48450	47650	35850	
Mean	35350	36500	38200	38800	41300	42650	45150	46950	50550	53000	55150	57200	61350	62350	68150	66050	67200	70650	51250	
Supporting Data																				
Total Number	65	57	58	49	31	52	62	61	65	110	88	76	55	57	23	34	35	54	1032	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37150	39450	41850	44400	47100	49850	52750	55700	58750	65050	74750	84100	92600	99700	105150	109000	111450	113800	80950	2.2
Upper Quartile	35800	37750	39800	41900	44100	46350	48600	50950	53300	58000	64900	71350	76850	81300	84650	86900	88350	89700	64600	2.2
Median	34350	36050	37800	39550	41350	43200	45000	46850	48650	52250	57350	61850	65600	68450	70500	71850	72650	73350	51450	2.2
Lower Quartile	33250	34650	36050	37450	38850	40200	41600	42950	44250	46800	50250	53250	55650	57550	58900	59850	60400	60850	40450	3.8
Lower Decile	32900	33800	34650	35550	36400	37300	38150	39000	39800	41400	43600	45550	47200	48600	49650	50450	51000	51600	36100	3.2
Mean	34500	36200	37950	39800	41650	43500	45400	47350	49300	53150	58750	63900	68350	72000	74800	76850	78200	79800	56100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	39000	41650	43100	46500	49700	53700	58050	59350	67100	73150	83200	87350	107100	118550	84150	93400	144100	80950	
Upper Quartile	36350	37500	39450	41300	42800	45900	49600	52850	53700	58900	62950	71600	75550	85200	86750	75650	80600	100200	64600	
Median	35250	36400	37350	38250	40300	42000	45500	48400	49450	53000	56400	64250	64850	64250	75450	66450	69400	78550	51450	
Lower Quartile	34350	35050	36100	35450	38900	39400	41800	43150	44250	47050	50550	54900	57450	54250	61100	58250	59500	60500	40450	
Lower Decile	33250	34150	34700	33150	38100	38100	37900	40200	39150	41050	45900	41950	50900	47300	52850	49300	54300	49250	36100	
Mean	35350	36400	37750	38300	41150	42900	45650	48700	49200	54050	58300	64400	67200	72650	80700	68100	72600	86350	56100	
Supporting Data																				
Total Number	65	58	53	55	37	55	76	62	58	121	96	107	77	74	41	41	52	68	1195	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	4	3	0	1	11	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

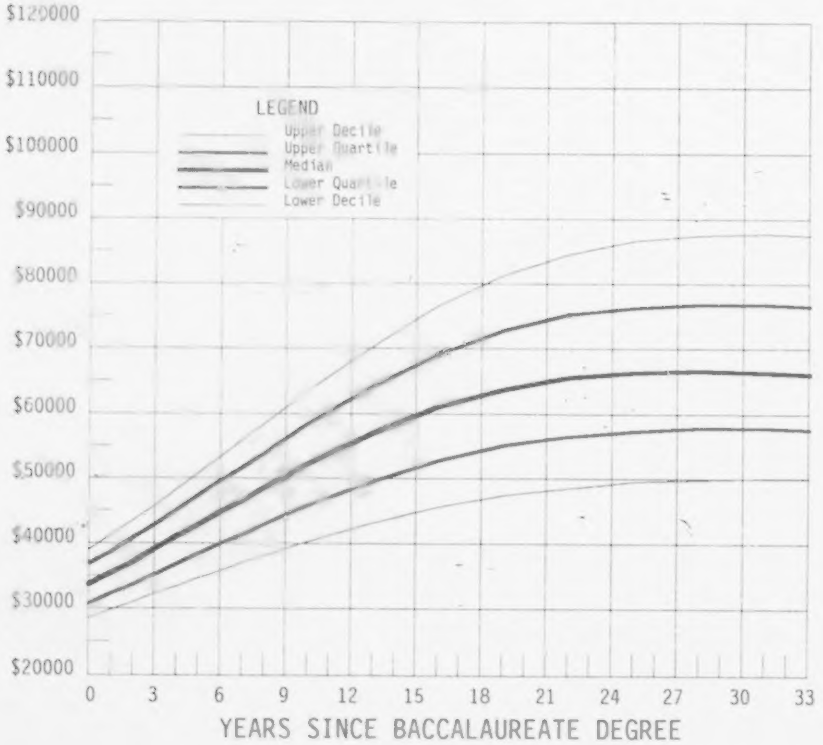
1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72400	83900	94850	104550	112650	119100	123800	127000	130300	107050	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62600	71300	79800	87600	94300	99650	103650	106450	109700	83500	2.2
Median	0	0	0	0	0	0	0	0	0	56250	62650	68550	73750	78050	81350	83750	85400	87200	67800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52000	57050	61700	65750	69100	71750	73700	75100	76850	56200	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47750	51800	55400	58500	61050	63050	64550	65550	66850	44950	2.2
Mean	0	0	0	0	0	0	0	0	0	58900	66100	72800	78650	83600	87600	90600	92750	95300	73250	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58050	0	0	78150	79000	92600	95550	134800	142050	100950	98700	163100	107050	
Upper Quartile	0	0	0	0	0	0	54650	0	0	62000	73800	80250	82200	102050	102300	80950	86900	145250	83500	
Median	0	0	0	0	0	0	49200	0	0	56550	62600	68350	72100	86800	78800	71900	72800	103950	67800	
Lower Quartile	0	0	0	0	0	0	47050	0	0	50750	57800	64250	65350	64800	73550	63500	68500	89750	56200	
Lower Decile	0	0	0	0	0	0	41900	0	0	47700	51450	57850	60550	53750	69150	59000	59550	74750	44950	
Mean	0	0	0	0	0	0	49500	0	0	58600	66900	73550	75050	89650	91150	75350	79000	115650	73250	
Supporting Data																				
Total Number	0	2	3	9	8	8	17	9	7	25	30	50	36	31	23	13	23	26	322	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	4	3	0	1	11	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36600	39050	41600	44150	46750	49300	51900	54450	56950	61750	68250	73750	78150	81500	83850	85450	86450	87300	67550	3.6
Upper Quartile	35800	37800	39800	41850	43900	45950	48000	50000	52000	55800	60950	65400	69000	71850	73950	75450	76450	77450	56650	3.2
Median	34450	36250	38000	39750	41450	43100	44750	46300	47800	50600	54250	57200	59450	61100	62300	63050	63500	63850	47100	3.8
Lower Quartile	33650	35000	36300	37600	38850	40100	41250	42400	43450	45500	48100	50200	51800	53050	53900	54500	54850	55200	38750	3.6
Lower Decile	33000	33900	34800	35650	36500	37300	38050	38800	39500	40800	42500	43900	45000	45850	46500	46950	47300	47600	35450	3.2
Mean	34800	36450	38050	39700	41350	42950	44600	46200	47800	50850	55050	58550	61350	63400	64750	65600	66000	66200	49750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	38200	40900	43300	47250	48700	51900	54350	58300	65550	64850	70550	78400	79700	88200	81700	89100	90600	67550	
Upper Quartile	36350	37400	39150	41800	42900	44950	48400	51100	52800	57600	59650	65000	64900	68200	83350	74100	77450	80500	56650	
Median	35250	36300	37250	38600	40500	41500	44400	47350	49400	52550	53900	56750	59050	57500	62900	64150	63800	64750	47100	
Lower Quartile	34350	34950	36000	35900	39100	39400	41250	42500	44300	46100	48850	50300	51700	51050	54300	52750	57300	54900	38750	
Lower Decile	33250	34150	34600	33500	38300	38250	37150	39850	39650	40750	44900	39050	48900	45050	50050	48550	45850	47250	35450	
Mean	35350	36100	37550	38650	41400	42400	44450	47300	49150	52800	54350	56350	60100	60350	67600	64600	67600	68000	49750	
Supporting Data																				
Total Number	65	55	50	46	29	47	58	53	51	95	66	57	40	43	18	28	29	42	873	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

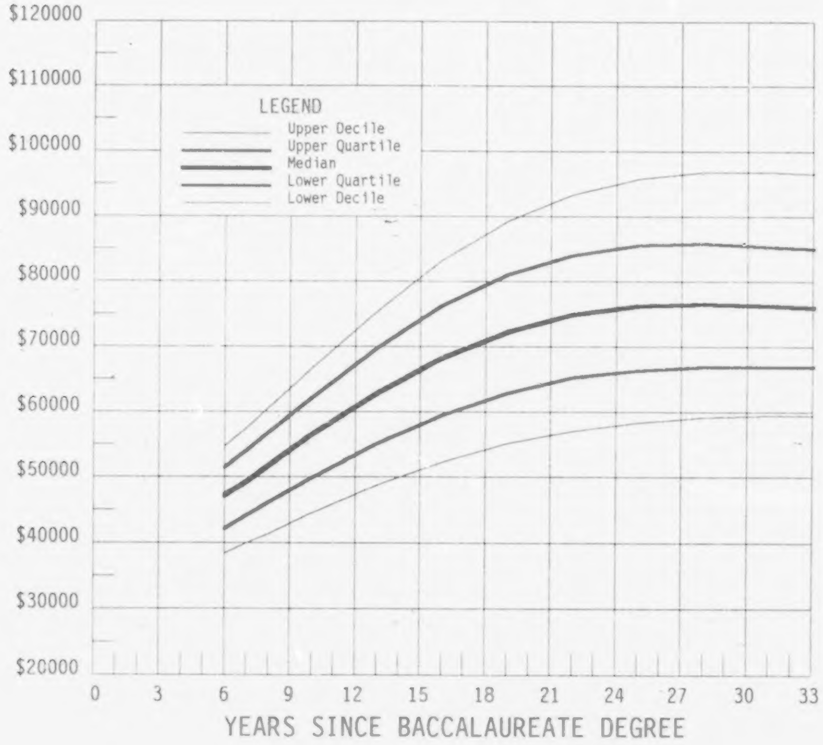
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41300	43600	46000	48400	50900	53400	55950	58500	63500	70500	76550	81300	84600	86550	87500	87700	87100	76350	2.2
Upper Quartile	36750	38800	40850	43000	45200	47400	49600	51800	54000	58300	64150	69050	72700	75100	76400	76900	76850	75950	65300	2.2
Median	33600	35400	37200	39100	41000	42900	44850	46750	48600	52200	57050	60950	63800	65550	66400	66600	66400	65400	55400	2.2
Lower Quartile	30650	32150	33650	35250	36800	38350	39900	41450	42950	45850	49700	52850	55150	56650	57450	57750	57750	57200	45150	2.2
Lower Decile	28550	29750	30950	32150	33400	34600	35800	36950	38100	40250	43150	45550	47400	48650	49500	49950	50150	50150	37350	2.2
Mean	33950	35700	37500	39350	41200	43050	44900	46800	48600	52200	57100	61150	64300	66450	67750	68350	68500	68100	56550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	40100	43850	46700	49500	52350	55550	57050	60050	64500	69800	73950	78250	82600	85350	89000	89200	90500	76350	
Upper Quartile	34950	36350	41200	43300	46550	48800	51550	53050	56050	59450	63500	66350	69300	73400	76150	77950	77950	79000	65300	
Median	32950	33750	36700	38850	41600	43750	45900	47800	50200	53450	57200	59050	61350	63750	65400	66700	67200	68250	55400	
Lower Quartile	30550	31250	33450	34650	37100	38850	40100	41700	43950	46700	50150	51650	53650	55550	56800	58450	58100	58550	45150	
Lower Decile	28550	29250	30750	31550	33250	34750	35850	37150	38900	41250	43450	44850	45900	47300	49250	50950	50800	50950	37350	
Mean	33350	34350	37450	39250	41800	43850	45850	47450	49950	53200	57000	59500	62050	64950	67150	69200	69400	70200	56550	
Supporting Data																				
Total Number	898	1233	1639	1706	1999	2206	2267	2172	2452	7172	6095	5501	4928	4205	3633	3079	2550	4258	57994	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	4	5	10	13	23	15	35	107	
Less Than $22000	0	0	3	1	2	2	0	4	1	2	0	0	4	2	1	1	0	0	22	

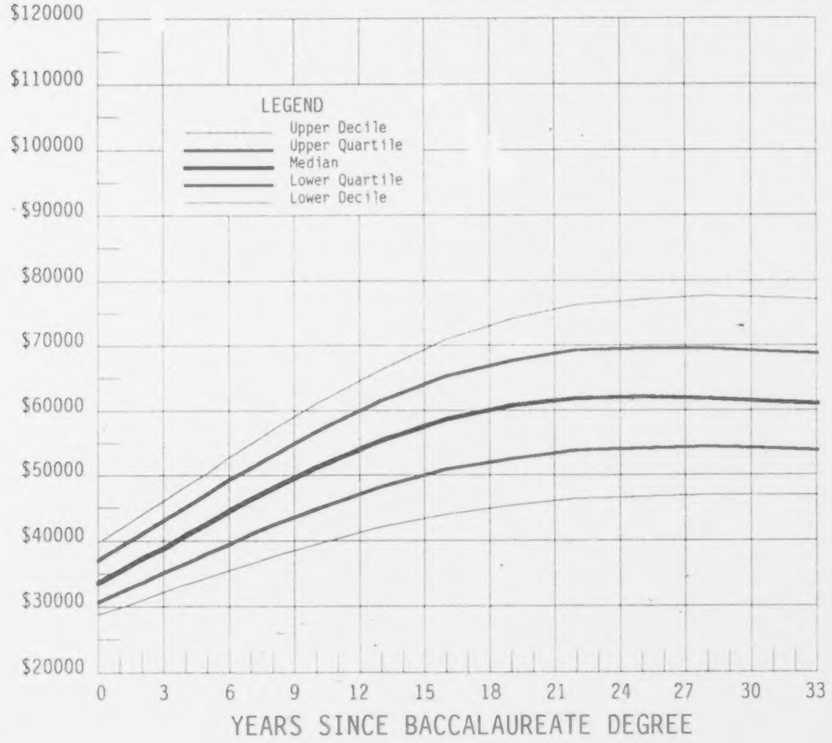
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	54550	57550	60600	66650	75450	83200	89250	93450	95850	96800	96850	95450	88550	2.2
Upper Quartile	0	0	0	0	0	0	51400	54100	56850	62250	69850	76250	81000	84050	85500	85800	85400	83600	78650	2.2
Median	0	0	0	0	0	0	47100	49450	51800	56450	62900	68300	72350	74900	76200	76500	76250	74900	69100	2.2
Lower Quartile	0	0	0	0	0	0	42250	44200	46150	49900	55200	59600	62950	65250	66500	67000	67050	66350	59300	2.2
Lower Decile	0	0	0	0	0	0	38350	39900	41450	44500	48750	52300	55150	57150	58400	59100	59400	59300	50700	2.2
Mean	0	0	0	0	0	0	47050	49350	51650	56250	62700	68250	72550	75550	77250	78000	78100	77300	70000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61350	62100	66850	71350	75800	80900	84800	88650	93450	97700	99750	100900	88550	
Upper Quartile	0	0	0	0	0	0	54700	55850	62200	66600	70750	73850	77350	81100	83700	85400	86500	88300	78650	
Median	0	0	0	0	0	0	47350	51350	55650	58900	64000	67000	69200	73350	75300	76650	76800	77600	69100	
Lower Quartile	0	0	0	0	0	0	42500	45300	48400	51300	55750	58400	61150	65200	65800	67250	67950	67350	59300	
Lower Decile	0	0	0	0	0	0	38650	41500	42950	45400	49550	51100	53900	57100	57750	59350	60050	60100	50700	
Mean	0	0	0	0	0	0	48700	51450	55250	58950	63350	66550	69850	74000	76000	78400	79150	79950	70000	
Supporting Data																				
Total Number	4	14	24	47	54	122	154	206	297	1343	1547	1781	1806	1640	1448	1219	945	1562	14213	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	4	5	10	12	21	14	35	103	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39850	41950	44050	46200	48350	50500	52700	54850	56950	61000	66450	70900	74100	76150	77200	77500	77400	76450	67550	2.2
Upper Quartile	37200	39150	41150	43150	45200	47250	49250	51250	53200	56850	61700	65400	67850	69250	69700	69550	69050	67650	60350	2.2
Median	33700	35450	37250	39050	40900	42700	44550	46300	48050	51300	55550	58700	60800	61850	62150	61900	61400	60000	51800	2.2
Lower Quartile	30800	32250	33700	35200	36650	38100	39550	40950	42350	44900	48250	50850	52650	53750	54250	54300	54100	53400	42700	2.2
Lower Decile	28700	29850	31000	32150	33300	34450	35550	36600	37600	39550	42050	44000	45400	46300	46800	47000	47000	46750	35750	2.2
Mean	34250	35900	37600	39300	41050	42750	44450	46100	47750	50850	54900	58100	60350	61700	62350	62500	62300	61500	52150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37200	40000	43750	46550	49350	52100	55250	56400	59200	62400	65750	67200	69750	72550	76350	78850	79700	81200	67550	
Upper Quartile	34950	36300	41150	43250	46450	48650	51400	52700	55300	58200	61300	62350	63950	65850	67850	69600	70800	72800	60350	
Median	32900	33750	36700	38800	41400	43650	45750	47400	49600	52500	55550	56500	57950	59650	60700	61950	62300	63450	51800	
Lower Quartile	30550	31250	33450	34650	37000	38800	39850	41300	43400	45750	48600	49600	50750	51650	53500	55500	54750	55150	42700	
Lower Decile	28550	29250	30800	31550	33200	34750	35700	36850	38600	40550	42500	43350	43450	43750	46050	47900	48000	48450	35750	
Mean	33250	34300	37350	39100	41650	43650	45650	47000	49250	51850	54850	56150	57550	59150	61250	63150	63650	64550	52150	
Supporting Data																				
Total Number	894	1219	1615	1659	1945	2084	2113	1966	2155	5829	4548	3720	3123	2565	2185	1860	1605	2695	43781	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	4	
Less Than $22000	0	0	3	1	2	2	0	4	1	2	0	0	4	2	1	1	0	0	22	

1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37200	39250	41350	43550	45800	48050	50400	52700	55000	59600	66100	71750	76250	79500	81600	82750	83250	83100	70900	2.2
Upper Quartile	34550	36400	38250	40150	42050	44000	45950	47950	49900	53700	59000	63500	67050	69600	71250	72100	72450	72300	60000	2.2
Median	32350	33900	35450	37000	38600	40150	41750	43300	44850	47850	51950	55400	58100	60100	61350	62100	62500	62550	49350	2.2
Lower Quartile	30150	31400	32650	33850	35100	36350	37550	38800	39950	42250	45300	47950	50000	51600	52700	53400	53850	54200	40250	2.2
Lower Decile	28200	29200	30200	31150	32150	33150	34100	35000	35900	37650	40000	41950	43550	44750	45650	46250	46600	47000	34050	2.2
Mean	32700	34250	35800	37350	38950	40550	42150	43750	45300	49400	52600	56300	59250	61450	63000	64000	64550	64950	51400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36500	38100	41450	43300	46650	48450	51450	53800	56250	60250	65850	70050	75050	77800	79950	82000	83500	86100	70900	
Upper Quartile	34750	35600	37800	39850	42300	44000	46600	48950	51150	54550	59350	62150	65800	68250	68700	71250	72700	75150	60000	
Median	32850	33300	35150	36350	38750	40500	42000	43650	45900	48700	52100	54500	57400	58700	59250	62150	62600	64500	49350	
Lower Quartile	30450	31000	32450	33150	35200	36600	37600	39200	40900	43000	45400	47400	49050	50400	51300	54250	54000	55400	40250	
Lower Decile	28500	29050	30050	30200	32100	33300	34100	35050	36750	38350	40450	42150	42500	42900	44000	46650	47250	48300	34050	
Mean	33000	33600	35550	36950	39200	40800	42500	44200	46300	49100	52750	55450	58350	60150	61300	64000	65000	66700	51400	
Supporting Data																				
Total Number	865	1110	1140	1078	1168	1237	1227	1130	1226	3498	2745	2570	2365	1872	1427	1313	1210	2337	29518	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	5	6	10	18	45	
Less Than $22000	0	0	1	1	2	2	0	4	1	2	0	0	4	1	1	1	0	0	19	

1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51000	53700	56400	59100	64550	72350	79250	84750	88650	91150	92400	92800	92250	83250	2.2
Upper Quartile	0	0	0	0	0	47500	49800	52150	54500	59100	65550	71050	75250	78150	79850	80600	80700	80000	72650	2.2
Median	0	0	0	0	0	43600	45550	47550	49500	53300	58550	62950	66400	68750	70150	70800	71000	70550	62850	2.2
Lower Quartile	0	0	0	0	0	39500	41150	42800	44450	47600	51900	55550	58400	60350	61600	62250	62500	62350	54050	2.2
Lower Decile	0	0	0	0	0	35950	37250	38600	39900	42450	45950	48900	51300	53100	54300	55100	55550	55850	46750	2.2
Mean	0	0	0	0	0	43800	45750	47750	49750	53650	59100	63800	67550	70300	72050	73050	73500	73500	64600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	57250	59550	59400	64600	67300	71200	76900	80900	86150	88350	90150	97000	97000	83250	
Upper Quartile	0	0	0	0	0	51550	52250	54850	58600	60800	65450	69600	73100	75700	77000	79250	82000	83950	72650	
Median	0	0	0	0	0	45050	46650	50200	52900	54600	58850	61950	64500	67450	67050	69750	72000	73700	62850	
Lower Quartile	0	0	0	0	0	39900	42250	44000	46600	48800	52400	54350	57500	59250	59050	61550	64100	64300	54050	
Lower Decile	0	0	0	0	0	34950	38500	41150	41300	43700	45350	47750	51000	53100	52100	54800	56850	57000	46750	
Mean	0	0	0	0	0	46050	47650	50250	52850	55150	58900	62350	65950	68900	69450	72050	75500	76250	64600	
Supporting Data																				
Total Number	4	10	18	43	44	108	127	168	214	857	841	936	940	741	579	522	460	896	7508	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	5	5	10	18	45	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37250	39150	41050	42950	44900	46850	48850	50800	52700	56400	61400	65600	68750	70900	72200	72800	72950	72500	62650	2.2
Upper Quartile	34850	36500	38200	39850	41550	43250	44950	46600	48250	51400	55600	59100	61750	63550	64700	65250	65400	65200	54200	2.2
Median	32700	34050	35450	36850	38250	39650	41000	42350	43700	46200	49550	52250	54350	55850	56750	57250	57500	57450	45100	2.2
Lower Quartile	30500	31600	32700	33800	34900	35950	37000	38050	39050	40950	43450	45550	47150	48350	49150	49650	49950	50200	37850	2.2
Lower Decile	28250	29200	30150	31100	32000	32900	33800	34650	35500	37050	39050	40750	42000	42900	43500	43900	44100	44200	33000	2.2
Mean	32950	34300	35700	37100	38500	39900	41250	42600	43900	46450	49850	52650	54850	56400	57450	58100	58400	58500	46900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36300	38050	41300	43000	45900	47200	50400	52100	53450	57200	61650	62650	66550	68450	69950	72300	73450	76600	62650	
Upper Quartile	34750	35600	37800	39700	41900	43650	45950	47600	49550	52300	55650	57400	59800	61100	62300	65400	65400	68600	54200	
Median	32800	33350	35150	36250	38600	40250	41500	42850	44800	47000	49700	51200	52750	53850	54700	58150	57350	59800	45100	
Lower Quartile	30450	31000	32500	33100	35100	36400	37300	38650	40200	41950	43700	44800	45100	45800	47500	50700	50750	52250	37850	
Lower Decile	28500	29050	30100	30200	32000	33200	33950	34650	36200	37350	39150	41250	41200	41600	42450	43750	43950	45400	33000	
Mean	32900	33600	35500	36650	38850	40300	41900	43150	44900	47150	50000	51500	53350	54400	55700	58750	58550	60750	46900	
Supporting Data																				
Total Number	860	1101	1122	1036	1123	1129	1100	962	1012	2641	1904	1634	1425	1130	849	791	749	1441	22010	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	1	2	2	0	4	1	2	0	0	4	1	1	1	0	0	19	

1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45450	47800	50200	52600	55050	57500	59950	64800	71550	77400	82000	85350	87500	88650	89100	88950	77200	2.2
Upper Quartile	0	0	43800	45850	47900	49950	52050	54100	56150	60050	65450	69950	73400	75850	77350	78150	78450	78250	66500	2.2
Median	0	0	41900	43650	45350	47100	48800	50500	52150	55250	59300	62600	64950	66500	67400	67750	67750	67300	57600	2.2
Lower Quartile	0	0	38850	40400	41900	43400	44900	46350	47750	50350	53700	56250	58000	59100	59600	59700	59550	58900	50000	2.2
Lower Decile	0	0	34750	36100	37500	38850	40200	41500	42700	45050	48000	50300	51850	52750	53150	53200	53000	52350	43750	2.2
Mean	0	0	41200	42950	44750	46550	48350	50150	51850	55200	59700	63400	66250	68200	69450	70100	70300	70150	59450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46100	47950	49950	53100	56400	57500	61250	66350	71400	74300	79400	84100	87000	90400	89550	92000	77200	
Upper Quartile	0	0	43400	45750	48500	50950	53350	54500	57850	61250	65000	67200	70850	75100	77200	78750	79150	81200	66500	
Median	0	0	41650	43250	46000	48000	50450	50950	53800	56500	58950	60250	62500	65800	66550	67750	68450	70600	57600	
Lower Quartile	0	0	38750	40500	42750	44500	45700	46500	48700	51300	53550	54500	56100	58550	58750	59800	60200	61300	50000	
Lower Decile	0	0	34850	35900	38200	39800	40450	40850	43300	45850	48200	49150	50700	51750	52550	53250	53650	54000	43750	
Mean	0	0	41300	42900	45250	47400	49350	50100	53050	56350	59450	61300	64100	67550	68900	70700	70800	72700	59450	
Supporting Data																				
Total Number	24	108	479	608	808	921	948	915	1068	3013	2536	2036	1783	1567	1410	1116	860	1322	21521	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	3	2	6	4	12	4	13	45	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	60700	67100	76450	84750	91350	95900	98500	99500	99500	97900	90300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	57750	63550	71700	78500	83400	86300	87450	87350	86550	84050	80600	2.2
Median	0	0	0	0	0	0	0	0	54450	59700	66950	72750	76700	78700	79150	78550	77450	74650	72400	2.2
Lower Quartile	0	0	0	0	0	0	0	0	50150	54900	61300	66300	69600	71250	71500	70850	69800	67200	65250	2.2
Lower Decile	0	0	0	0	0	0	0	0	45300	49250	54600	58850	61700	63250	63650	63350	62600	60750	58200	2.2
Mean	0	0	0	0	0	0	0	0	54050	59300	66650	72750	77200	79800	80850	80800	80150	77950	74150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	69850	73900	78300	81750	86950	89250	97200	99400	101900	105700	90300	
Upper Quartile	0	0	0	0	0	0	0	0	66150	70250	73600	74900	79200	82800	84800	87550	87400	90550	80600	
Median	0	0	0	0	0	0	0	0	62300	66400	68950	69600	72150	75500	77350	78200	78250	80400	72400	
Lower Quartile	0	0	0	0	0	0	0	0	58100	61400	62900	62850	64950	69800	70150	70400	70600	71800	65250	
Lower Decile	0	0	0	0	0	0	0	0	51100	53700	55550	56050	57950	63700	63050	63000	62950	63450	58200	
Mean	0	0	0	0	0	0	0	0	61450	65600	68200	69600	72700	77300	79050	81150	80750	83300	74150	
Supporting Data																				
Total Number	0	3	5	3	8	13	26	35	76	450	614	628	658	619	549	425	311	499	4924	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	3	2	6	3	12	4	13	44	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43900	46150	48400	50700	53000	55250	57500	61750	67400	71800	74850	76600	77250	77150	76650	75100	67250	2.2
Upper Quartile	0	0	42050	44200	46350	48450	50600	52650	54650	58450	63250	66700	68800	69700	69700	69050	68200	66200	60950	2.2
Median	0	0	39800	41800	43800	45750	47700	49550	51350	54700	58800	61550	63050	63400	63000	62150	61100	58950	54650	2.2
Lower Quartile	0	0	36900	38650	40400	42150	43850	45500	47100	50000	53450	55800	57000	57250	56850	56050	55150	53250	48050	2.2
Lower Decile	0	0	33500	35050	36550	38000	39450	40850	42200	44650	47650	49700	50850	51250	51050	50550	49900	48500	42400	2.2
Mean	0	0	39500	41400	43300	45200	47100	48900	50700	54000	58150	61150	62950	63750	63750	63300	62550	60900	55100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45850	47850	49900	53000	56000	57050	59750	62800	65550	60750	69350	72750	75750	79250	81600	82200	67250	
Upper Quartile	0	0	43350	45700	48450	50850	53200	54300	57150	59350	61650	62400	63850	66200	67600	69850	71300	73750	60950	
Median	0	0	41600	43250	46000	48000	50400	50800	53400	55450	57150	57750	58850	60950	61200	62350	63400	65300	54650	
Lower Quartile	0	0	38750	40500	42750	44450	45750	46300	48350	50550	52050	52600	53750	54900	55800	56950	57450	57650	48050	
Lower Decile	0	0	34850	36000	38150	39800	40450	40650	43000	45200	47000	47600	48800	48850	50500	51150	51350	51650	42400	
Mean	0	0	41200	42850	45250	47300	49300	49900	52400	54700	56700	57600	59100	61100	62450	64250	65200	66300	55100	
Supporting Data																				
Total Number	24	105	475	604	800	908	922	880	992	2563	1921	1408	1125	947	860	690	549	823	16597	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3	

1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	60900	62700	64500	68100	73300	78200	82700	86700	90100	93000	95300	98800	85650	2.2
Upper Quartile	0	0	0	0	0	0	58950	60100	61250	63700	67500	71300	74900	78200	81050	83350	85100	87050	76300	3.0
Median	0	0	0	0	0	0	56100	57100	58100	60000	62850	65600	68150	70400	72450	74100	75400	77250	66550	2.6
Lower Quartile	0	0	0	0	0	0	52550	53550	54500	56350	58800	60900	62600	64000	65050	65850	66450	67200	60700	2.2
Lower Decile	0	0	0	0	0	0	48000	49200	50350	52500	55200	57300	58000	59750	60300	60500	60500	60250	56100	2.2
Mean	0	0	0	0	0	0	55000	56300	57600	60100	63600	66800	69650	72150	74200	75850	77200	79050	69350	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62200	63550	63700	67650	73150	79750	82500	84800	88500	95600	96900	97950	85650	
Upper Quartile	0	0	0	0	0	0	59150	61000	61250	63850	67300	71700	73550	78300	81350	84500	85200	86400	76300	
Median	0	0	0	0	0	0	55450	57150	58150	60600	63000	65750	66550	69850	73350	75200	76050	76300	66550	
Lower Quartile	0	0	0	0	0	0	51100	52200	54800	57050	59400	61000	61750	63050	65400	65650	66900	67650	60700	
Lower Decile	0	0	0	0	0	0	44900	50050	50550	53100	56100	56750	57800	59650	60550	60300	61350	60200	56100	
Mean	0	0	0	0	0	0	54200	56600	57600	60550	63650	67100	68600	71400	74500	77000	77950	78300	69350	
Supporting Data																				
Total Number	9	15	20	21	24	48	92	127	158	661	814	895	780	766	796	650	480	598	6955	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	5	1	4	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

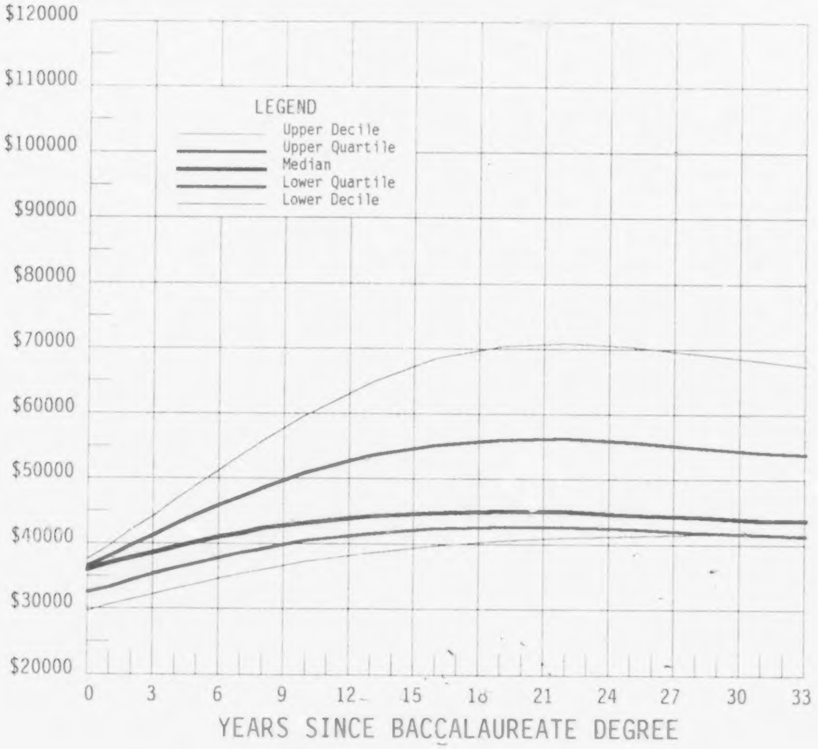
1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68950	76400	83400	89650	94900	99150	102300	104600	107500	96700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66350	73100	78950	83700	87200	89550	90950	91700	91950	86750	2.2
Median	0	0	0	0	0	0	[illegible]	0	0	62850	68950	74100	78150	81000	82800	83750	84100	83850	79650	2.2
Lower Quartile	0	0	0	0	0	0	[illegible]	0	0	60500	66350	70450	73150	74800	75800	76350	76650	76800	73100	4.6
Lower Decile	0	0	0	0	0	0	0	0	0	56700	62150	65850	68250	69750	70600	71100	71300	71450	67900	4.6
Mean	0	0	0	0	0	0	0	0	0	63700	70600	75900	79700	82300	83950	85000	85600	86050	81450	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74200	79700	84500	90850	90950	94250	106450	104700	112000	96700	
Upper Quartile	0	0	0	0	0	0	0	0	0	71200	75900	80250	84000	84450	86850	91150	92000	96650	86750	
Median	0	0	0	0	0	0	0	0	0	68150	72000	75100	77300	79050	81200	83350	83850	88150	79650	
Lower Quartile	0	0	0	0	0	0	0	0	0	62450	67450	70450	71500	73300	75500	77600	77600	78100	73100	
Lower Decile	0	0	0	0	0	0	0	0	0	55850	64050	66450	66450	68550	70650	71700	71900	72550	67900	
Mean	0	0	0	0	0	0	0	0	0	66850	72000	75850	78750	80100	82700	86250	86000	89700	81450	
Supporting Data																				
Total Number	0	1	1	1	1	1	1	3	7	36	91	217	208	279	320	272	174	167	1781	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	4	0	4	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56550	58550	60500	64350	69600	74200	77950	80800	82850	84200	85050	85800	77800	2.2
Upper Quartile	0	0	0	0	0	0	54050	55900	57700	61100	65650	69350	72150	74100	75300	75900	76100	75900	69600	2.2
Median	0	0	0	0	0	0	51300	53050	54750	57900	61950	65100	67250	68550	69100	69200	69000	68150	63600	2.2
Lower Quartile	0	0	0	0	0	0	47850	49650	51350	54550	58500	61350	63100	63850	63800	63350	62650	61050	59100	2.2
Lower Decile	0	0	0	0	0	0	44400	46200	47900	51050	55000	57700	59150	59600	59300	58600	57650	55750	54500	2.2
Mean	0	0	0	0	0	0	50900	52700	54450	57750	62150	65600	68100	69650	70450	70750	70650	70000	65200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61850	63200	63450	66950	70450	72150	73550	77600	80000	85650	89000	90500	77800	
Upper Quartile	0	0	0	0	0	0	59000	60700	61000	63500	66100	67550	68300	71000	74450	75850	78800	79900	69600	
Median	0	0	0	0	0	0	55300	57000	58050	60400	62350	63700	64400	65300	67600	67850	70700	73150	63600	
Lower Quartile	0	0	0	0	0	0	51050	52150	54750	56950	58850	59850	60600	61400	62400	62300	64200	64850	59100	
Lower Decile	0	0	0	0	0	0	44800	50000	50650	52950	55750	56000	56900	57300	58350	58050	59850	58150	54500	
Mean	0	0	0	0	0	0	54000	56400	57400	60150	62600	64300	64900	66400	69000	70400	73350	73900	65200	
Supporting Data																				
Total Number	9	14	18	19	22	47	91	125	152	625	723	677	573	487	476	378	306	431	5174	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

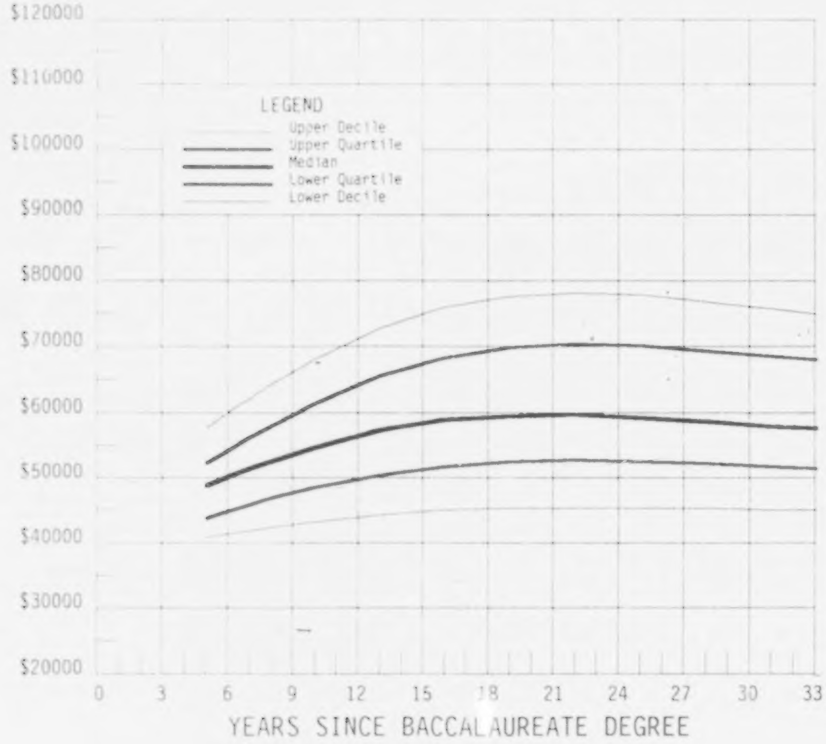
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37650	39800	42050	44350	46650	49000	51250	53500	55700	59800	64900	68150	70400	70900	70450	69400	68150	65500	63450	2.2
Upper Quartile	36650	38250	39850	41450	43000	44500	45950	47300	48600	50900	53600	55300	56050	56150	55700	55050	54250	52700	51600	2.2
Median	36000	36950	37900	38750	39550	40350	41050	41700	42300	43300	44300	44900	45050	44950	44650	44250	43850	43050	43050	2.2
Lower Quartile	32450	33450	34400	35350	36250	37100	37900	38600	39300	40450	41700	42450	42700	42650	42400	42000	41600	41600	41050	2.2
Lower Decile	29650	30550	31400	32250	33100	33850	34600	35350	36000	37250	38750	39850	40650	41150	41400	41550	41550	40700	35800	2.2
Mean	34600	35950	37300	38600	39850	41100	42250	43350	44400	46250	48400	49750	50500	50650	50450	50000	49500	48400	46750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41450	37900	42850	42550	43750	49500	51450	56400	60600	61150	66050	67400	67500	68950	67350	70350	70650	74900	63450	
Upper Quartile	35550	36100	40900	40400	41350	43450	44900	48150	51800	53650	56850	53550	53900	52000	52200	58300	57900	62900	51600	
Median	34600	34750	37050	37850	38600	41500	41700	42100	43450	45050	46300	43500	43350	43150	43450	43800	44350	51450	43050	
Lower Quartile	33050	33350	34100	35250	35450	35450	38150	38900	40550	41800	41900	41950	41850	41850	42050	42250	42400	42800	41050	
Lower Decile	31050	32350	30100	32750	32700	32900	35050	34800	36600	36900	38550	41000	40450	41050	41250	41350	41450	41400	35800	
Mean	34800	35000	36800	37750	38650	41050	42400	43950	46250	47900	49650	49000	48800	48550	49000	50750	51300	54400	46750	
Supporting Data																				
Total Number	41	65	82	104	96	116	125	107	140	402	347	355	371	285	200	100	84	86	3107	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

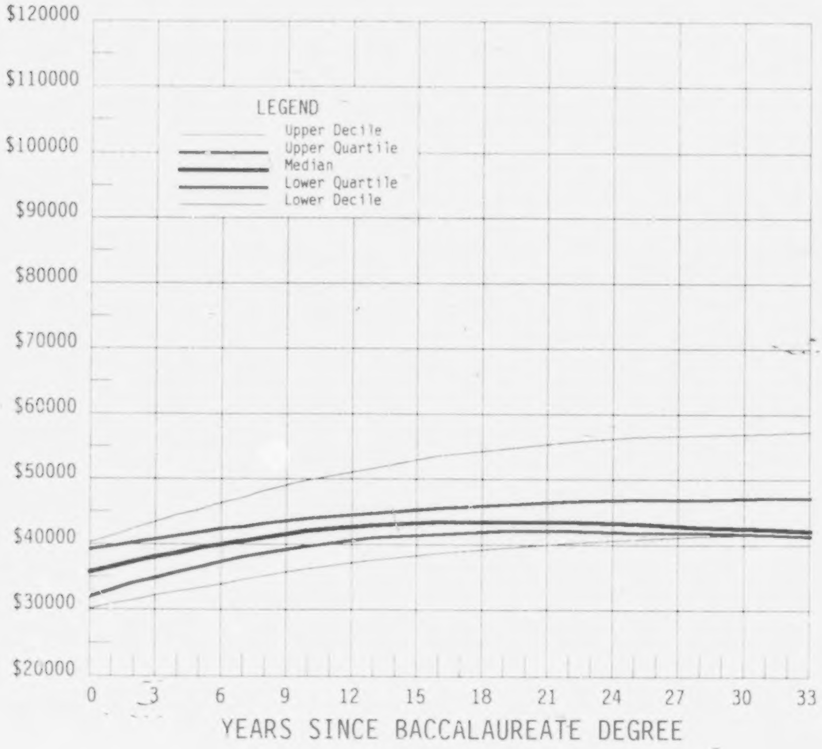
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	57600	59900	62100	64250	68100	72850	76000	77700	78150	77750	76800	75650	73250	73650	2.2
Upper Quartile	0	0	0	0	0	52200	54200	56150	58000	61400	65550	68400	69950	70450	70200	69450	68500	66500	65700	2.2
Median	0	0	0	0	0	48700	50050	51400	52600	54800	57300	58850	59600	59650	59300	58700	58000	56600	56700	2.2
Lower Quartile	0	0	0	0	0	43800	44850	45900	46850	48550	50500	51800	52500	52700	52550	52200	51800	50850	50500	2.2
Lower Decile	0	0	0	0	0	40700	41300	41850	42400	43250	44300	44950	45300	45450	45450	45350	45150	44800	43300	2.2
Mean	0	0	0	0	0	48700	50150	51550	52850	55250	58050	59950	60950	61300	61150	60700	60100	58850	57900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59700	58400	63050	65950	69600	71350	76800	75650	77950	76200	76000	80800	76000	73650	
Upper Quartile	0	0	0	0	0	57550	53000	58350	62000	60850	65500	68800	67900	71250	66500	71150	69750	73000	65700	
Median	0	0	0	0	0	52100	48000	53300	55700	54900	58750	56850	58600	60500	54350	63150	58450	63300	56700	
Lower Quartile	0	0	0	0	0	44350	43000	43550	50000	50150	51700	50100	50800	51900	50450	54950	52850	56600	50500	
Lower Decile	0	0	0	0	0	41350	40400	40000	43350	45000	46900	42250	43200	45900	44500	44000	45450	54000	43300	
Mean	0	0	0	0	0	51750	48200	52250	55450	56100	58800	58500	59300	61600	58150	62750	61250	65350	57900	
Supporting Data																				
Total Number	0	0	1	5	7	17	19	25	37	136	125	112	113	64	51	27	23	20	781	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40350	41400	42450	43450	44450	45450	46350	47250	48150	49750	51800	53500	54800	55800	56450	56900	57200	57450	51600	2.2
Upper Quartile	39150	39750	40300	40850	41350	41850	42300	42750	43150	43900	44850	45600	46150	46550	46850	47000	47100	47250	43750	2.2
Median	35650	36500	37300	38100	38800	39500	40100	40650	41200	42050	42900	43400	43500	43400	43100	42750	42350	41950	42200	2.2
Lower Quartile	32100	33100	34050	34950	35850	36650	37400	38100	38750	39800	41000	41700	42050	42100	41950	41750	41550	41650	39300	2.2
Lower Decile	30150	30850	31500	32200	32800	33450	34000	34600	35150	36150	37500	38650	39550	40250	40850	41250	41500	41050	34850	2.2
Mean	35350	36250	37050	37900	38650	39400	40150	40800	41450	42550	43950	45000	45700	46150	46350	46450	46400	46250	43050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41450	37900	42750	42600	42750	43850	49150	49200	51050	53000	54150	52200	50500	52600	54900	58600	61450	70100	51600	
Upper Quartile	35550	36100	40750	40450	40600	42800	43550	43600	45450	46400	47150	43950	43750	43700	43850	50400	50150	58050	43750	
Median	34600	34750	37000	38000	38200	41050	41150	41150	42300	42800	42800	42750	42600	42600	42850	43100	43250	44100	42200	
Lower Quartile	33050	33350	34050	35050	35050	34950	37650	38200	39450	40950	41050	41600	41450	41550	41800	41900	42000	42250	39300	
Lower Decile	31050	32350	30050	32700	32600	32700	34750	34200	35200	35750	37150	40100	39250	40100	41150	41150	41300	41200	34850	
Mean	34800	35000	36700	37750	37850	39250	41350	41450	42900	43700	44550	44600	44200	44750	45850	46400	47500	51100	43050	
Supporting Data																				
Total Number	41	65	82	99	89	99	106	83	103	266	223	243	258	221	149	74	61	66	2326	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37800	40000	42250	44550	46850	49150	51450	53700	55900	59950	65050	68550	70450	71000	70500	69450	68200	65550	63800	2.2
Upper Quartile	36400	38100	39750	41350	42950	44500	46000	47400	48750	51100	53850	55500	56250	56200	55700	54900	54050	52350	51850	2.2
Median	35800	36800	37750	38650	39550	40350	41100	41750	42400	43400	44500	45050	45200	45050	44650	44200	43750	42850	43100	2.2
Lower Quartile	32200	33200	34200	35150	36050	36900	37700	38450	39150	40350	41650	42400	42700	42650	42400	42000	41650	41700	41050	2.2
Lower Decile	29600	30500	31350	32200	33000	33750	34500	35200	35900	37100	38600	39700	40500	41050	41400	41550	41600	40750	35700	2.2
Mean	34500	35850	37200	38550	39850	41050	42250	43350	44400	46300	48450	49850	50550	50650	50450	49950	49400	48250	46900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41450	37900	42500	42250	43950	50100	51650	56500	61250	61450	66300	67650	67200	68950	67550	70550	70650	74900	63800	
Upper Quartile	35550	36100	39750	40100	41650	43550	45350	48350	52900	53950	57350	53550	53600	52000	52200	58550	57900	62900	51850	
Median	34600	34750	36750	37700	38600	41400	41700	42050	44050	45200	46850	43550	43350	43150	43400	43700	44350	51450	43100	
Lower Quartile	33050	33350	33650	35100	35100	35050	37950	38800	40050	41800	41950	41950	41800	41850	42050	42200	42400	42800	41050	
Lower Decile	31050	32350	29700	32700	32600	32750	34900	34750	36000	36900	38400	40900	40300	41050	41250	41300	41450	41400	35700	
Mean	34800	35000	36350	37550	38700	40950	42450	43950	46650	48000	49850	49050	48700	48550	48950	50750	51300	54400	46900	
Supporting Data																				
Total Number	41	65	74	100	82	106	119	105	126	390	335	349	361	285	196	98	84	86	3002	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

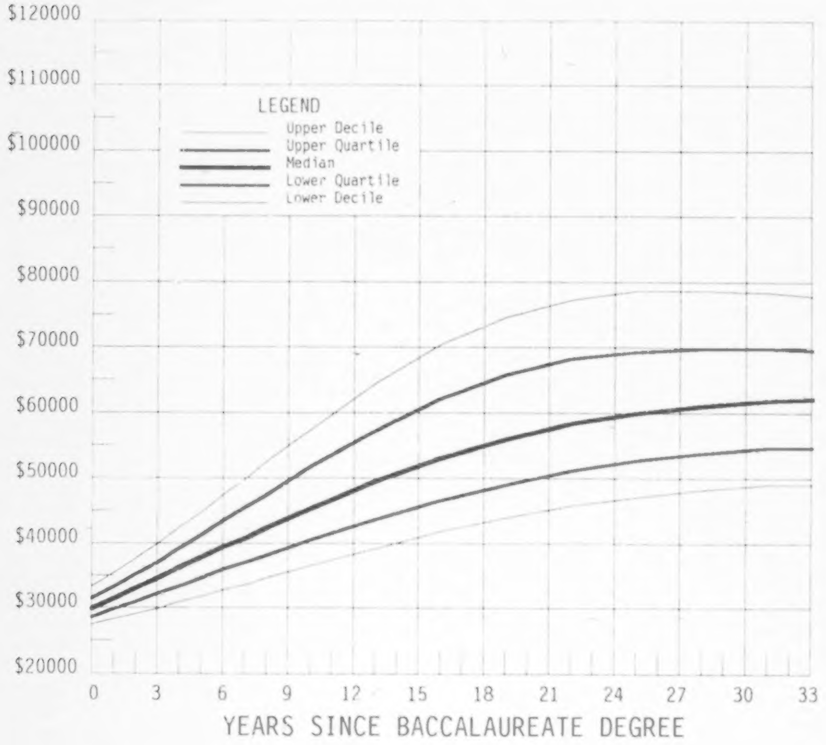
1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56800	59200	61600	63900	68050	73150	76550	78300	78600	77950	76750	75350	72500	73800	2.2
Upper Quartile	0	0	0	0	0	51000	53200	55400	57450	61300	65950	69100	70650	70950	70350	69250	67950	65350	65800	2.2
Median	0	0	0	0	0	47500	49100	50650	52150	54750	57800	59750	60700	60800	60300	59550	58650	56900	56850	2.2
Lower Quartile	0	0	0	0	0	42950	44200	45350	46450	48400	50650	52050	52750	52850	52600	52100	51500	50250	50500	2.2
Lower Decile	0	0	0	0	0	39700	40500	41250	41900	43050	44350	45150	45500	45550	45400	45050	44700	43950	43200	2.2
Mean	0	0	0	0	0	47600	49250	50850	52400	55100	58350	60450	61500	61750	61350	60600	59750	58000	58000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59700	58400	63050	65950	69850	71350	76900	76000	77950	76700	76000	80800	76000	73800	
Upper Quartile	0	0	0	0	0	57550	53000	58350	62000	61150	65500	68950	67750	71250	67200	71150	69750	73000	65800	
Median	0	0	0	0	0	52100	48000	53300	55700	55250	58750	57300	58700	60500	58750	63150	58450	63300	56850	
Lower Quartile	0	0	0	0	0	44350	43000	43550	50000	50050	51700	50000	50900	51900	50350	54950	52850	56600	50500	
Lower Decile	0	0	0	0	0	41350	40400	40000	43350	44850	46900	42200	43050	45900	44050	44000	45450	54000	43200	
Mean	0	0	0	0	0	51750	48200	52250	55450	56250	58800	58600	59350	61600	58700	62750	61250	65350	58000	
Supporting Data																				
Total Number	0	0	1	5	7	17	19	25	37	132	125	110	107	64	47	27	23	20	765	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40300	41400	42450	43500	44550	45550	46500	47400	48300	49900	52000	53700	55000	55900	56550	56950	57200	57400	51950	2.2
Upper Quartile	38350	39100	39800	40450	41050	41650	42200	42750	43200	44050	45050	45800	46250	46550	46650	46650	46600	46450	43800	2.2
Median	35300	36150	37000	37800	38550	39250	39900	40500	41050	41950	42900	43400	43500	43400	43100	42750	42350	42100	42200	2.2
Lower Quartile	32000	33000	33950	34850	35700	36500	37250	37950	38600	39700	40900	41650	42000	42050	42000	41800	41650	41600	39200	2.2
Lower Decile	30150	30850	31500	32100	32750	33300	33900	34450	35000	36000	37350	38500	39450	40200	40850	41300	41550	41150	34800	2.2
Mean	35100	36000	36850	37700	38500	39300	40050	40750	41400	42550	44000	45050	45750	46150	46350	46400	46350	46150	43100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41450	37900	42350	42250	42900	43900	49550	49300	51700	53250	54600	52300	50750	52600	54900	58800	61450	70100	51950	
Upper Quartile	35550	36100	39600	40150	40700	42750	43600	43650	46700	46650	47300	43950	43750	43700	43850	48600	50150	58050	43800	
Median	34600	34750	36700	37800	38100	40200	41050	41050	42150	42850	42800	42800	42600	42600	42850	43000	43250	44100	42200	
Lower Quartile	33050	33350	33600	34900	34700	34550	37450	38150	38900	40950	41050	41600	41450	41550	41800	41850	42000	42250	39200	
Lower Decile	31050	32350	29650	32600	32450	32550	34600	34200	34750	35650	36950	40050	39200	40100	41150	41150	41300	41200	34800	
Mean	34800	35000	36250	37500	37750	38950	41350	41450	43000	43800	44600	44600	44200	44750	45850	46250	47500	51100	43100	
Supporting Data																				
Total Number	41	65	74	95	75	89	100	81	89	258	211	239	254	221	149	72	61	66	2237	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

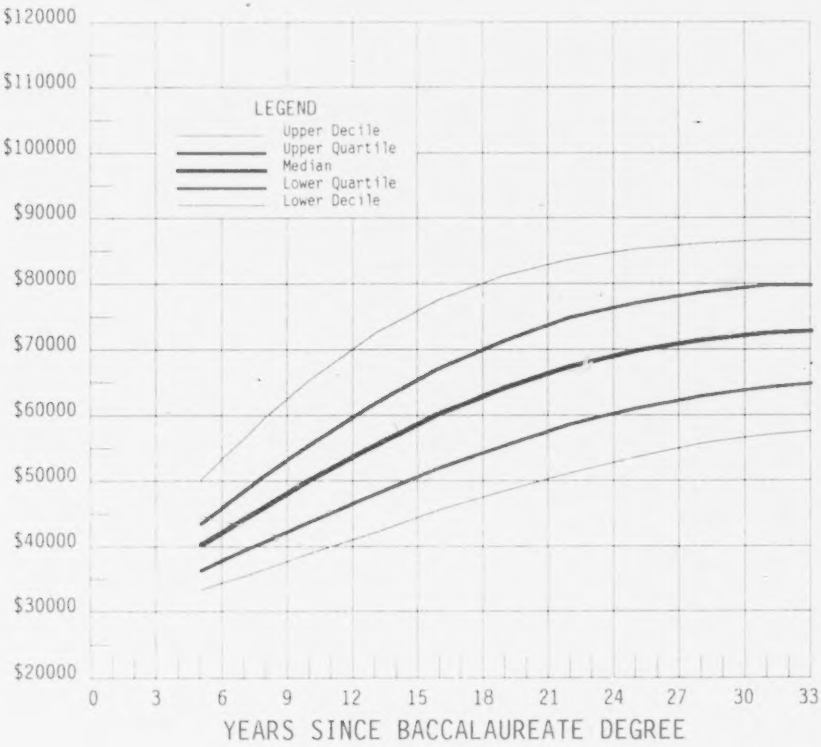
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33350	35450	37700	40000	42400	44850	47350	49900	52450	57450	64550	70450	74800	77450	78650	78800	78300	76400	71200	2.2
Upper Quartile	31500	33350	35250	37200	39250	41300	43400	45500	47600	51700	57450	62250	65850	68200	69450	69850	69750	68750	61200	2.2
Median	29850	31400	33000	34550	36150	37750	39350	40900	42400	45400	49500	53050	56000	58300	60000	61200	61950	62600	50750	3.6
Lower Quartile	28550	29850	31050	32250	33450	34700	35900	37100	38250	40550	43800	46700	49150	51150	52700	53800	54550	55250	39900	3.4
Lower Decile	27350	28200	29100	29950	30900	31800	32750	33700	34650	36500	39250	41800	44050	45900	47300	48300	48950	49550	32800	3.6
Mean	30050	31700	33350	35050	36700	38400	40050	41750	43350	46500	50800	54500	57550	59900	61600	62750	63400	63950	51650	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	33600	36300	37250	40050	40950	43650	47350	52250	51950	57350	62950	71950	77450	76100	80750	76950	73700	77550	71200	
Upper Quartile	32100	33400	35250	36900	38650	41200	43250	46350	46300	51600	56700	63100	67100	69200	69400	68450	66950	69400	61200	
Median	30700	31550	33150	34050	35150	36900	39000	40250	41850	45450	50250	54000	57000	59150	59100	61300	59600	61600	50750	
Lower Quartile	29200	30250	31100	32150	32650	33700	35100	36150	38300	40550	44550	47700	49600	51250	52250	54750	53450	54050	39900	
Lower Decile	28150	28400	29300	29550	30050	31000	32050	32950	35050	36600	39400	42500	44700	46950	47550	49550	49500	46550	32800	
Mean	30800	31900	33250	34550	36200	37350	39850	41800	42750	46350	50850	55950	59300	60800	61850	62350	60600	62150	51650	
Supporting Data																				
Total Number	104	150	141	119	113	126	133	107	122	428	375	432	387	357	300	246	137	398	4225	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

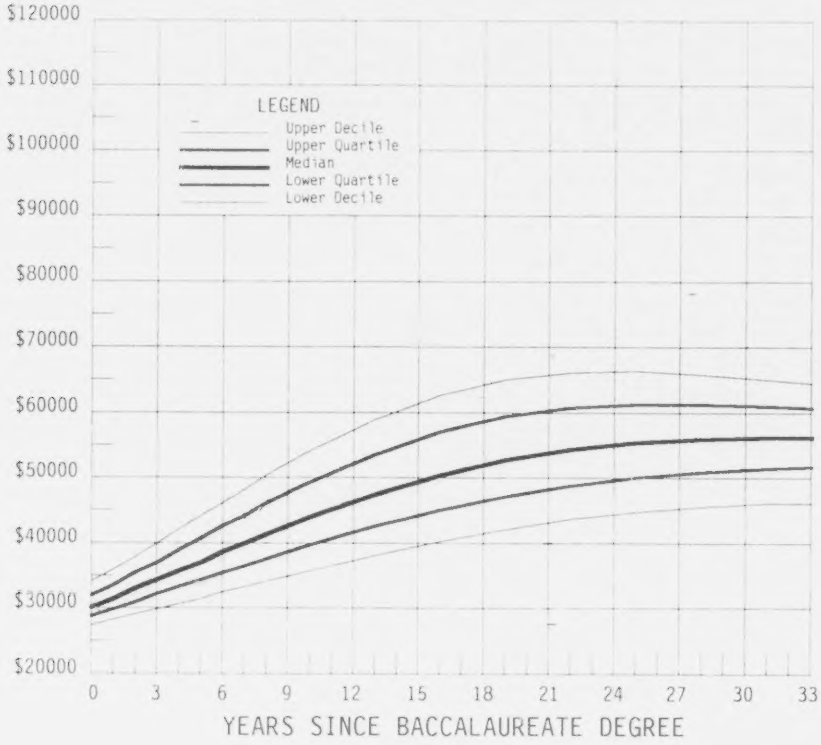
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	50100	53450	56650	59750	65400	72500	77700	81350	83750	85250	86100	86550	86850	82000	4.4
Upper Quartile	0	0	0	0	0	43550	46000	48450	50850	55500	61900	67300	71600	74900	77200	78750	79650	80400	73150	3.8
Median	0	0	0	0	0	40150	42150	44200	46200	50100	55600	60350	64350	67500	69850	71450	72450	73350	64700	3.6
Lower Quartile	0	0	0	0	0	36350	37850	39350	40800	43750	48050	52000	55550	58600	61050	62950	64350	65900	51600	3.0
Lower Decile	0	0	0	0	0	33300	34400	35500	36650	38900	42250	45500	48550	51300	53700	55650	57100	59000	43250	2.8
Mean	0	0	0	0	0	40800	42900	44950	47000	50950	56400	61050	64800	67700	69850	71250	72150	72950	63450	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	47600	65600	52400	58200	64950	68250	80800	86900	84050	90400	82400	78550	84650	82000	
Upper Quartile	0	0	0	0	0	43250	44000	47000	50750	52800	60900	72200	76100	75150	80100	76050	73900	76700	73150	
Median	0	0	0	0	0	40400	41600	43550	45050	47700	54000	64650	67550	69350	71250	68600	69050	69950	64700	
Lower Quartile	0	0	0	0	0	38000	38000	41000	40550	43050	46200	51600	57750	60700	61900	61050	64100	64300	51600	
Lower Decile	0	0	0	0	0	33200	31600	34800	37800	39800	40500	45850	48300	52300	54700	56050	57650	57400	43250	
Mean	0	0	0	0	0	40250	43400	45250	46300	49500	54550	63300	67750	68950	71700	68900	68800	70800	63450	
Supporting Data																				
Total Number	0	4	3	7	4	16	16	24	29	126	116	169	171	171	127	111	69	169	1332	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CONSTRUCTION NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34100	36000	38000	40050	42100	44200	46250	48300	50300	54150	59050	62800	65100	66250	66350	65900	65100	63150	61200	2.2
Upper Quartile	32000	33700	35400	37200	38950	40750	42550	44300	46050	49300	53700	57100	59450	60850	61400	61350	61050	59900	54800	2.2
Median	30150	31550	32950	34350	35750	37200	38600	40000	41350	43950	47550	50500	52800	54450	55500	56050	56300	56300	46350	2.2
Lower Quartile	28800	29950	31050	32150	33300	34400	35500	36550	37650	39700	42600	45100	47200	48900	50150	51050	51600	52100	36550	3.6
Lower Decile	27550	28350	29150	29950	30800	31600	32450	33300	34150	35800	38150	40300	42150	43700	44850	45650	46150	46600	31650	3.6
Mean	30450	31900	33350	34800	36300	37750	39200	40600	42000	44700	48250	51100	53250	54650	55450	55750	55800	55450	46250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33600	36350	37300	40200	40750	43350	47150	52200	50900	55450	61050	61150	63250	63700	63950	65500	63850	66650	61200	
Upper Quartile	32100	33400	35300	36900	38400	40700	43000	45250	45350	50950	54450	56450	58050	59000	59400	62100	60500	61950	54800	
Median	30700	31550	33200	34200	35050	36250	38600	39200	40950	44300	48600	51350	52300	52900	54550	57450	56150	56500	46350	
Lower Quartile	29200	30250	31150	32250	32550	33450	34950	35450	37700	39450	44150	46100	47750	48450	50000	51900	51450	50200	36550	
Lower Decile	28150	28400	29500	29750	29950	30900	32150	32650	34500	35450	38950	41200	42700	43850	45550	47550	46900	43350	31650	
Mean	30800	31950	33300	34650	35900	36950	39350	40800	41650	45050	49200	51250	52650	53300	54650	57000	55800	55750	46250	
Supporting Data																				
Total Number	104	146	138	112	109	110	117	83	93	302	259	263	216	186	173	135	118	229	2893	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33800	35800	37900	40100	42350	44650	47000	49350	51700	56350	62900	68400	72650	75400	76900	77400	77300	76150	67900	2.2
Upper Quartile	31700	33500	35300	37200	39150	41100	43100	45050	47050	50950	56300	60850	64300	66650	68000	68550	68600	67900	58100	2.2
Median	30050	31500	32950	34450	36000	37500	39050	40550	42100	45000	49050	52550	55300	57300	58650	59500	59900	60050	47850	2.2
Lower Quartile	28750	29900	31050	32250	33400	34600	35750	36900	38000	40200	43250	45950	48250	50100	51550	52550	53250	53900	37600	3.4
Lower Decile	27350	28200	29050	29950	30850	31750	32650	33550	34400	36150	38650	40950	42850	44450	45650	46450	47000	47500	31900	3.6
Mean	30300	31800	33350	34900	36500	38100	39700	41300	42900	45950	50200	53850	56700	58750	60100	60850	61150	61150	49100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33600	36300	37100	39900	42000	43600	48150	52800	52100	56200	62300	67650	75300	73850	74800	77550	74800	77750	67900	
Upper Quartile	32100	33400	35200	36900	38900	41100	43150	46400	46700	51100	55900	60250	66800	66400	66000	66800	67350	69100	58100	
Median	30700	31550	33150	33950	35350	36900	39050	40250	42100	44950	50150	52750	55950	56150	56800	59950	59100	60750	47850	
Lower Quartile	29200	30250	31050	32100	32850	33750	35250	36050	38250	40050	44350	46600	48400	49950	50550	53850	52100	53150	37600	
Lower Decile	28150	28400	29350	29550	30200	30750	31700	32900	34900	36200	39150	41750	43050	45300	46500	47800	46900	44700	31900	
Mean	30800	31900	33200	34550	36500	37300	39950	41900	42800	45750	50300	53950	57950	58200	58900	61500	59800	61450	49100	
Supporting Data																				
Total Number	104	150	133	109	100	106	111	93	107	352	308	322	275	242	160	133	98	269	3172	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	47000	49700	52500	55250	60750	68500	75000	79700	82550	83700	83700	83000	80700	78250	2.2
Upper Quartile	0	0	0	0	0	42850	45100	47350	49550	53900	59950	65150	69450	72800	75200	76800	77800	78550	69900	3.8
Median	0	0	0	0	0	39650	41500	43350	45200	48750	53750	58150	61850	64800	67000	68500	69450	70300	59200	3.6
Lower Quartile	0	0	0	0	0	36200	37550	38850	40200	42850	46600	50050	53100	55700	57800	59450	60700	62150	48400	2.8
Lower Decile	0	0	0	0	0	33150	34200	35300	36300	38400	41450	44300	46850	49100	50950	52400	53450	54650	41600	3.0
Mean	0	0	0	0	0	39800	41650	43550	45400	49150	54400	59000	62750	65500	67400	68450	69000	69150	59700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	47600	66000	52550	56600	61600	65200	75050	81850	79050	83500	82400	78000	84400	78250	
Upper Quartile	0	0	0	0	0	43250	44400	47400	50250	52050	59150	67600	73900	72950	73600	76450	74000	76300	69900	
Median	0	0	0	0	0	40400	41900	43750	45050	47000	53450	58900	66400	66000	65700	63800	68500	69400	59200	
Lower Quartile	0	0	0	0	0	38000	38750	40750	40250	42800	45350	49050	54650	56550	57450	57750	60000	62850	48400	
Lower Decile	0	0	0	0	0	33200	31500	34600	37400	39450	39950	44150	47350	50100	51100	51100	56000	53600	41600	
Mean	0	0	0	0	0	40250	43800	45400	45550	48500	52900	59100	65550	65250	66300	66650	67050	70150	59700	
Supporting Data																				
Total Number	0	4	3	7	3	16	15	23	27	114	102	124	123	112	72	61	40	114	960	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34000	35950	37950	40000	42100	44200	46300	48400	50400	54300	59300	63050	65400	66450	66550	66000	65150	63150	59700	2.2
Upper Quartile	32000	33700	35400	37100	38850	40600	42350	44050	45700	48900	53150	56450	58750	60100	60650	60700	60400	59350	52650	2.2
Median	30150	31600	33050	34450	35850	37250	38600	39900	41200	43600	46850	49550	51700	53350	54550	55350	55850	56300	43600	3.6
Lower Quartile	28950	30000	31100	32150	33250	34300	35350	36400	37400	39350	42000	44300	46250	47750	48900	49700	50150	50600	34850	3.6
Lower Decile	27750	28450	29150	29900	30600	31350	32100	32850	33600	35050	37150	39050	40700	42100	43200	44000	44550	45050	31000	3.4
Mean	30350	31900	33450	34950	36450	37950	39350	40700	42000	44450	47550	50050	51950	53350	54350	54950	55350	55650	44450	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	33600	36350	37150	40050	40900	43200	47850	53000	51350	55150	60950	60900	64300	62900	62800	66600	64950	66450	59700	
Upper Quartile	32100	33400	35250	36900	38700	40450	42750	43800	45800	50550	53750	56050	57650	56950	57450	62550	60650	61450	52650	
Median	30700	31550	33200	34100	35300	36150	38550	39000	41200	43600	48650	50800	51400	51900	52600	57750	54000	56050	43600	
Lower Quartile	29200	30250	31150	32200	32750	33400	35100	35150	37600	38750	44050	45200	46300	47600	47900	51650	50350	48550	34850	
Lower Decile	28150	28400	29550	29750	30150	30550	31800	32600	34400	33600	38700	40700	40650	42000	44700	46600	44500	41850	31000	
Mean	30800	31950	33300	34650	36200	36800	39350	40750	41850	44450	49000	50750	51850	52100	52900	57150	54750	55050	44450	
Supporting Data																				
Total Number	104	146	130	102	97	90	96	70	80	238	206	198	152	130	88	72	58	155	2212	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	37800	40650	43650	46750	49950	53250	59850	69150	76600	81250	83050	82550	80700	78300	73300	76650	2.2
Upper Quartile	0	0	0	35800	38200	40650	43150	45700	48300	53450	60550	66250	70000	71850	72100	71250	69950	66850	67450	2.2
Median	0	0	0	33250	35100	37050	39000	41000	42950	46800	52200	56650	59900	61950	62900	63050	62750	61450	57950	2.2
Lower Quartile	0	0	0	30900	32600	34250	35900	37500	39100	42100	46100	49400	51950	53850	55150	56000	56500	56850	49450	4.0
Lower Decile	0	0	0	29500	30950	32400	33800	35200	36550	39050	42450	45250	47450	49100	50250	51000	51500	51850	40700	3.8
Mean	0	0	0	33350	35400	37500	39700	41900	44100	48450	54450	59300	62650	64500	65000	64600	63800	61600	58900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	41000	39050	44000	46200	50900	46500	59100	67600	79600	85600	83250	84650	75450	71250	77650	76650	
Upper Quartile	0	0	0	37000	35500	41750	43800	46250	44250	52800	60000	71200	66900	74100	72300	69250	65900	69450	67450	
Median	0	0	0	34650	34200	36650	38750	40250	40700	47200	51300	59100	58100	65700	61300	62350	59500	63450	57950	
Lower Quartile	0	0	0	33000	31250	33500	35100	37000	38450	42200	45150	50700	52050	57550	54600	54950	55250	55800	49450	
Lower Decile	0	0	0	32000	29300	32000	33100	34400	36500	39050	40550	47100	48500	50450	50300	50300	50900	50500	40700	
Mean	0	0	0	34800	33850	37650	39400	41200	42450	48400	53650	61500	61750	66850	64800	62750	60950	63400	58900	
Supporting Data																				
Total Number	0	0	8	10	13	20	21	14	15	71	64	104	105	101	125	101	77	113	962	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

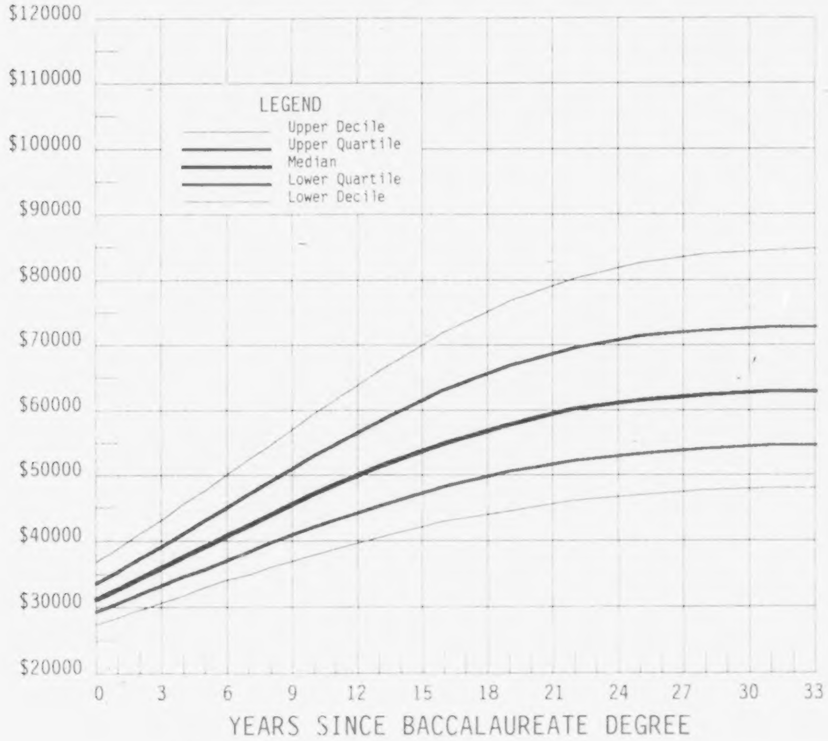
1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	81300	87200	89100	89000	88300	87600	87100	86800	86600	90800	4.4
Upper Quartile	0	0	0	0	0	0	0	0	0	74850	79100	80350	80350	79950	79550	79300	79200	79100	78650	4.8
Median	0	0	0	0	0	0	0	0	0	63250	67900	70350	71500	72000	72200	72300	72300	72350	71550	4.6
Lower Quartile	0	0	0	0	0	0	0	0	0	54250	59400	62950	65250	66700	67550	68000	68250	68450	66200	4.0
Lower Decile	0	0	0	0	0	0	0	0	0	47550	52450	56350	59250	61400	62850	63750	64350	64800	60250	3.6
Mean	0	0	0	0	0	0	0	0	0	63200	68500	71500	73100	73850	74200	74350	74400	74450	72850	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	70550	88000	91350	93500	89500	97350	79900	78800	85250	90800	
Upper Quartile	0	0	0	0	0	0	0	0	0	68350	81250	79500	85600	80600	86250	75400	72350	77200	78650	
Median	0	0	0	0	0	0	0	0	0	61000	64000	73200	71000	73700	75400	70600	69550	70350	71550	
Lower Quartile	0	0	0	0	0	0	0	0	0	50750	53750	69000	62500	69200	70550	66350	66500	65900	66200	
Lower Decile	0	0	0	0	0	0	0	0	0	42650	48200	63200	54800	64850	65400	63100	64200	61200	60250	
Mean	0	0	0	0	0	0	0	0	0	58150	66700	74550	72750	76000	79100	71450	70900	71850	72850	
Supporting Data																				
Total Number	0	0	0	0	1	0	1	1	2	11	14	42	42	53	47	41	23	49	327	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	40050	42400	44700	46850	48900	50800	54200	58150	60900	62750	63900	64600	65050	65250	65400	63000	4.0
Upper Quartile	0	0	0	37800	39850	41850	43800	45650	47350	50500	54300	57100	59100	60400	61300	61800	62100	62300	58750	4.0
Median	0	0	0	34800	36350	37900	39400	40900	42300	44950	48500	51350	53600	55300	56550	57400	57950	58400	52450	3.4
Lower Quartile	0	0	0	32350	33700	35000	36300	37550	38800	41100	44250	46850	48950	50550	51800	52650	53200	53750	45800	3.2
Lower Decile	0	0	0	30750	31900	33000	34100	35200	36250	38250	40950	43300	45250	46800	48000	48850	49500	50150	38200	3.0
Mean	0	0	0	35100	36750	38350	39950	41450	42900	45600	49050	51800	53900	55400	56450	57150	57600	57950	51700	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	41000	35900	44000	46250	51050	45700	55500	62000	61850	62100	65250	64100	63800	62850	66400	63000	
Upper Quartile	0	0	0	37000	35200	41750	44000	46600	43600	51650	56850	57100	58550	62000	60700	61900	60150	62500	58750	
Median	0	0	0	34650	34000	36650	39500	39900	40100	46100	48500	52100	53950	57200	56600	57350	57250	56850	52450	
Lower Quartile	0	0	0	33000	31000	33500	35000	36500	38150	41600	44400	48400	50400	51300	51700	51900	52850	52250	45800	
Lower Decile	0	0	0	32000	29200	32000	33000	34300	36300	38650	39500	44700	47700	47900	47600	48500	50150	47850	38200	
Mean	0	0	0	34800	33400	37650	39500	41100	40300	46600	50050	52600	54400	56700	56150	56850	56700	56950	51700	
Supporting Data																				
Total Number	0	0	8	10	12	20	20	13	13	60	50	62	63	48	78	60	54	64	635	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

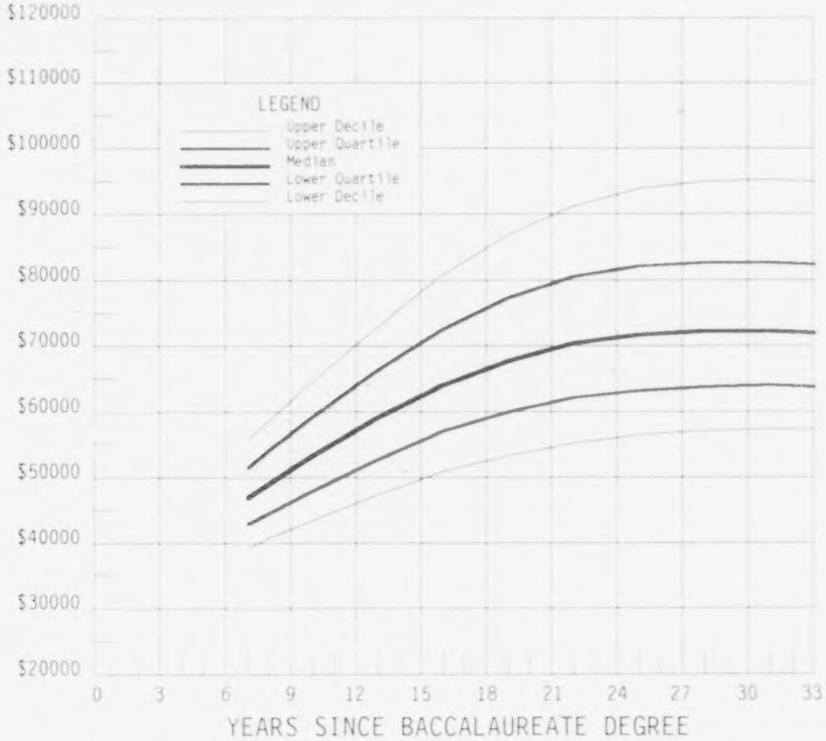
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36900	38950	41050	43250	45500	47800	50100	52450	54800	59500	66150	72000	76800	80300	82650	84050	84650	84750	73550	2.2
Upper Quartile	33700	35500	37350	39250	41200	43150	45150	47100	49100	53000	58450	63200	66950	69650	71400	72400	72800	72750	62400	2.2
Median	31300	32850	34400	35950	37550	39200	40800	42400	44000	47100	51400	55050	58000	60150	61550	62400	62850	63000	51300	2.2
Lower Quartile	29400	30650	31950	33250	34550	35850	37150	38450	39700	42100	45450	48250	50550	52200	53400	54150	54550	54850	41000	2.2
Lower Decile	27550	28650	29700	30800	31850	32950	34000	35050	36050	38000	40650	42900	44650	46050	47000	47650	48000	48400	34550	2.2
Mean	32000	33550	35150	36750	38400	40000	41650	43300	44950	48150	52600	56450	59600	62000	63650	64700	65300	65700	53200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37200	39300	41850	43650	45100	47500	49800	52250	54050	59700	65650	71900	77600	81300	82700	83600	83950	84650	73550	
Upper Quartile	33950	35700	37500	39250	40750	43050	44750	47550	48850	53100	58350	62850	67300	71100	70800	71900	72600	72700	62400	
Median	32000	32850	34500	35800	37750	39350	40250	42350	43400	47050	51350	54850	58450	61350	61000	62700	62700	62550	51300	
Lower Quartile	29650	30650	32300	33250	34600	35950	36650	38300	39450	41900	45350	48250	50950	52650	53250	55150	54550	54100	41000	
Lower Decile	28100	28600	30050	30350	32100	33150	33450	34650	36250	38050	40450	42600	44900	46550	47250	48150	48200	47700	34550	
Mean	32750	33600	35500	36900	38400	40000	41150	43050	44500	48100	52350	56500	60150	62950	63300	65150	65150	65150	53200	
Supporting Data																				
Total Number	410	549	582	592	585	636	650	614	593	1792	1492	1608	1567	1359	1208	1137	928	1651	17953	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	2	4	3	10	5	15	42	
Less Than $22000	0	0	2	1	1	1	0	3	1	1	0	0	2	0	0	0	0	0	12	

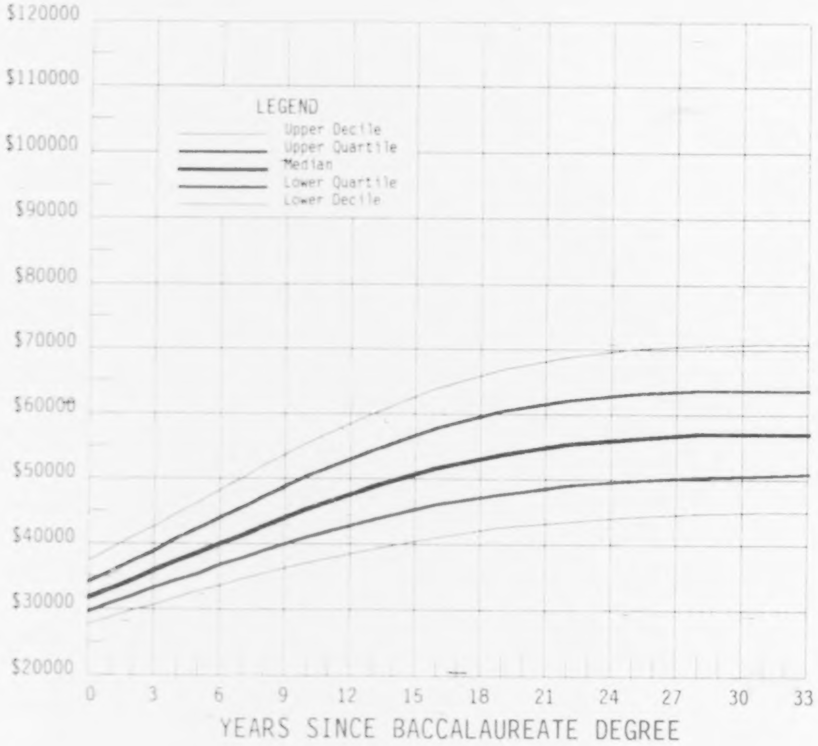
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	55700	58650	64550	73150	80750	86850	91200	93800	95000	95200	94200	87950	2.2
Upper Quartile	0	0	0	0	0	0	0	51500	54050	59150	66350	72500	77250	80450	82150	82800	82650	81400	76300	2.2
Median	0	0	0	0	0	0	0	47000	49150	53350	59200	64100	67850	70400	71800	72350	72300	71450	66650	2.2
Lower Quartile	0	0	0	0	0	0	0	42850	44600	48100	52900	56950	60000	62100	63300	63850	63900	63400	57600	2.2
Lower Decile	0	0	0	0	0	0	0	39250	40700	43600	47500	50850	53450	55300	56500	57150	57450	57400	50550	2.2
Mean	0	0	0	0	0	0	0	47550	49750	54050	60150	65400	69550	72500	74250	75100	75350	74800	68550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	59400	66150	67700	73000	80200	85250	88400	92550	94650	96100	96900	87950	
Upper Quartile	0	0	0	0	0	0	0	54300	59350	62050	66450	71500	75850	79050	81700	82050	82500	83600	76300	
Median	0	0	0	0	0	0	0	51200	52500	55200	59500	63000	66450	70650	71100	71550	72650	72800	66650	
Lower Quartile	0	0	0	0	0	0	0	48050	48500	49650	53550	55350	59150	62100	62450	63200	64900	64450	57600	
Lower Decile	0	0	0	0	0	0	0	43000	44250	44700	48300	49450	53000	55200	55050	57250	58800	58050	50550	
Mean	0	0	0	0	0	0	0	51500	53750	56150	60300	64400	68450	72000	72950	74850	75850	76350	68550	
Supporting Data																				
Total Number	3	4	11	18	20	34	46	53	54	332	416	619	678	613	498	465	352	654	4870	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	2	4	3	10	5	15	42	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37350	39150	40950	42800	44650	46500	48350	50200	51950	55400	60050	63900	66850	68850	70100	70700	70900	70650	63100	2.2
Upper Quartile	34150	35750	37400	39050	40750	42400	44050	45700	47300	50350	54500	57900	60450	62200	63250	63750	63850	63550	55250	2.2
Median	31700	33100	34500	35900	37300	38700	40100	41450	42800	45400	48850	51700	53850	55450	56400	57000	57200	57200	46400	2.2
Lower Quartile	29700	30900	32050	33250	34400	35550	36700	37850	38900	41000	43750	46050	47800	49100	49950	50500	50800	50900	38400	2.2
Lower Decile	27850	28800	29800	30800	31750	32700	33650	34550	35450	37100	39300	41150	42600	43600	44350	44800	45050	45250	33250	2.2
Mean	32400	33750	35150	36550	37950	39350	40750	42100	43400	45950	49350	52150	54350	55900	56950	57550	57800	57900	47500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36850	39100	41250	43000	44150	46850	48900	50950	52200	56050	60150	62350	66200	68200	68400	71050	72350	71550	63100	
Upper Quartile	33950	35650	37350	38950	40500	42750	43950	46300	47750	51150	54150	56750	59700	62250	62400	64300	64600	63950	55250	
Median	31950	32800	34450	35700	37550	39200	39900	41650	42850	45600	48800	51450	53300	54750	56100	58450	57550	57050	46400	
Lower Quartile	29650	30650	32300	33150	34500	35900	36400	37950	39200	41100	43800	45600	47450	48550	50350	51400	51200	50600	38400	
Lower Decile	28050	28600	30050	30250	32000	33100	33250	34400	36000	37350	39150	40950	41900	43400	44950	45550	45300	44900	33250	
Mean	32550	33500	35350	36500	38050	39700	40600	42250	43550	46300	49300	51550	53850	55550	56500	58450	58600	57800	47500	
Supporting Data																				
Total Number	407	545	571	574	565	602	604	561	539	1460	1076	989	889	746	710	672	576	997	13083	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	2	1	1	1	0	3	1	1	0	0	2	0	0	0	0	0	12	

1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35650	37600	39650	41750	43900	46100	48300	50550	52750	57200	63450	68900	73300	76500	78600	79800	80300	80250	68950	2.2
Upper Quartile	33150	34850	36600	38400	40250	42100	43950	45850	47700	51300	56350	60750	64200	66700	68350	69300	69750	69750	58450	2.2
Median	31150	32600	34050	35550	37050	38550	40050	41550	43000	45850	49750	53100	55750	57750	59050	59900	60350	60600	47800	2.2
Lower Quartile	29300	30500	31750	32950	34200	35400	36600	37800	38950	41150	44200	46750	48750	50250	51300	51950	52300	52600	38600	2.2
Lower Decile	27450	28450	29450	30500	31500	32500	33450	34400	35350	37150	39550	41550	43200	44450	45300	45900	46300	46650	33100	2.2
Mean	31450	32950	34450	35950	37500	39050	40600	42150	43700	46650	50800	54350	57250	59400	60900	61850	62400	62750	49850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	37700	39150	41700	43700	45600	49000	51350	52250	58050	63350	68000	74300	75750	76450	78350	79750	82050	68950	
Upper Quartile	33700	34950	35950	38400	40250	41950	44100	46250	47400	51950	56400	59950	64400	67200	66500	68800	70200	70350	58450	
Median	31800	32500	33800	35300	37400	38750	39700	41750	42650	46000	49850	53100	55850	57650	57600	60950	60400	60600	47800	
Lower Quartile	29550	30500	31800	32700	34300	35500	36200	38000	39100	41200	44200	46600	48550	50350	51050	53250	52300	52200	38600	
Lower Decile	28050	28450	29550	29700	31900	32900	33050	34200	35650	37250	39350	41500	42800	44750	45500	46650	46900	46050	33100	
Mean	32150	32800	34100	35950	37800	39050	40550	42250	43550	46950	50750	54050	57400	59550	59750	62050	62800	62850	49850	
Supporting Data																				
Total Number	390	499	451	467	465	482	472	434	427	1283	971	1003	916	757	595	625	555	1059	11851	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	7	14	
Less Than $22000	0	0	1	1	1	1	0	3	1	1	0	0	2	0	0	0	0	0	11	

1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	49700	52350	55050	57800	63250	71000	77800	83200	87000	89300	90400	90650	89850	83250	2.2
Upper Quartile	0	0	0	0	0	45900	48250	50650	53050	57750	64300	69900	74200	77050	78600	79200	79150	78100	72900	2.2
Median	0	0	0	0	0	42200	44200	46150	48100	51950	57250	61700	65100	67450	68800	69400	69500	68900	63350	2.2
Lower Quartile	0	0	0	0	0	38600	40250	41900	43500	46650	50950	54600	57450	59450	60700	61400	61650	61500	54600	2.2
Lower Decile	0	0	0	0	0	35500	36900	38250	39600	42250	45850	48900	51350	53100	54300	55000	55350	55500	48250	2.2
Mean	0	0	0	0	0	42700	44700	46700	48700	52650	58150	62900	66650	69300	70950	71850	72150	71900	65150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	54800	60800	55300	63700	67000	70450	75600	81450	83950	87250	86650	93200	94000	83250	
Upper Quartile	0	0	0	0	0	47000	51900	53000	58150	60600	64350	68150	73200	75000	75750	77650	79550	81300	72900	
Median	0	0	0	0	0	43000	47400	50000	51500	53700	57500	60000	63850	66950	66900	68350	70800	70550	63350	
Lower Quartile	0	0	0	0	0	38000	43500	47000	47300	48600	51550	52800	56350	58200	58350	61250	63650	62950	54600	
Lower Decile	0	0	0	0	0	34550	38600	42350	39950	43850	46050	47350	51150	53150	52300	53750	57650	56300	48250	
Mean	0	0	0	0	0	44000	48300	49650	52350	54900	58300	61050	65700	68200	68500	70350	74250	73900	65150	
Supporting Data																				
Total Number	2	1	7	16	16	28	38	36	43	244	246	344	361	316	226	240	208	412	2784	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	7	14	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35850	37650	39450	41300	43100	45000	46800	48650	50450	53900	58550	62350	65200	67050	68150	68600	68650	68150	60200	2.2
Upper Quartile	33450	35000	36600	38200	39850	41450	43050	44600	46150	49100	53100	56300	58700	60350	61300	61700	61800	61450	52400	2.2
Median	31450	32800	34150	35500	36850	38200	39500	40800	42050	44450	47650	50300	52250	53650	54500	55000	55150	55100	43600	2.2
Lower Quartile	29550	30700	31800	32900	34000	35100	36200	37200	38250	40150	42700	44750	46350	47500	48250	48700	48900	49000	36550	2.2
Lower Decile	27650	28600	29550	30450	31400	32300	33150	34050	34850	36400	38450	40100	41350	42250	42850	43250	43450	43550	32250	2.2
Mean	31750	33100	34450	35800	37150	38500	39850	41150	42400	44850	48100	50750	52750	54150	55050	55500	55700	55650	45150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35800	37650	38950	40850	43150	45000	47600	49800	50450	54400	59100	61050	64300	65800	65950	69050	69400	69450	60200	
Upper Quartile	33700	34950	35900	38000	40050	41550	43250	45300	46050	49850	52750	55750	58150	59600	59700	63150	62000	61950	52400	
Median	31800	32500	33800	35200	37250	38600	39300	41150	42150	44550	47850	50200	51400	52800	54050	57250	54950	55000	43600	
Lower Quartile	29550	30500	31850	32600	34200	35400	35000	37550	38800	40250	42700	44350	45350	47250	48450	49850	49350	48800	36550	
Lower Decile	28000	28450	29500	29600	31800	32800	32850	34000	35200	36600	38400	40000	40500	41750	44050	44350	43200	43250	32250	
Mean	32050	32800	34050	35450	37500	38750	39900	41600	42550	45100	48200	50350	52000	53400	54400	56850	56000	55800	45150	
Supporting Data																				
Total Number	388	498	444	451	449	454	434	398	384	1039	725	659	555	441	369	385	347	647	9067	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	1	1	1	0	3	1	1	0	0	2	0	0	0	0	0	11	

1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43900	46050	48200	50400	52600	54850	57100	61500	67850	73650	78650	82600	85600	87650	88900	89900	78200	3.8
Upper Quartile	0	0	39050	41150	43300	45450	47550	49650	51700	55700	61100	65700	69400	72200	74150	75450	76150	76700	67300	4.0
Median	0	0	35900	37700	39500	41300	43050	44750	46450	49650	53900	57500	60350	62550	64050	65100	65700	66200	56650	3.8
Lower Quartile	0	0	33300	34700	36150	37550	38950	40300	41650	44200	47700	50700	53150	55000	56350	57250	57800	58250	47250	3.8
Lower Decile	0	0	31300	32450	33600	34750	35850	37000	38050	40150	43000	45500	47500	49050	50200	50950	51450	51800	39550	3.8
Mean	0	0	36900	38600	40300	42050	43750	45450	47150	50400	54950	58950	62250	64800	66700	67950	68750	69350	58550	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48300	45850	46700	49150	50650	52300	57000	61650	67850	75500	81900	84500	85150	86250	84500	87650	78200	
Upper Quartile	0	0	40900	40750	43100	45450	45550	48700	51450	55750	60750	67400	70700	74400	73550	74300	73800	75250	67300	
Median	0	0	37600	37250	39150	41050	41550	43850	46800	49450	53900	58150	61500	65300	63000	64000	63550	65450	56650	
Lower Quartile	0	0	34500	35050	35700	37450	38300	38750	40650	44200	48100	51700	53950	56200	55400	56600	56950	57550	47250	
Lower Decile	0	0	32500	33450	32800	34000	35000	36100	37400	40050	43450	46000	49200	49300	49500	50100	50850	51300	39550	
Mean	0	0	38700	38750	39850	41850	42250	44000	46800	50450	54750	60200	63650	66700	65650	67100	66650	68400	58550	
Supporting Data																				
Total Number	13	39	116	111	112	139	164	160	157	461	473	560	570	511	515	412	287	480	5280	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	1	4	0	6	1	7	22	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66700	75050	82100	87700	91850	94800	96750	97950	99000	90700	3.6
Upper Quartile	0	0	0	0	0	0	0	0	0	62100	69000	74450	78500	81300	83200	84400	85100	85650	79000	3.8
Median	0	0	0	0	0	0	0	0	0	57050	62650	66900	69900	72000	73300	74150	74600	74950	69800	4.0
Lower Quartile	0	0	0	0	0	0	0	0	0	51100	55950	59650	62350	64200	65450	66200	66650	67000	61400	3.8
Lower Decile	0	0	0	0	0	0	0	0	0	47150	51250	54400	56650	58250	59250	59900	60250	60550	54450	3.8
Mean	0	0	0	0	0	0	0	0	0	57200	63250	68100	71750	74300	76050	77200	77900	78450	71900	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	68600	73500	81750	89850	89100	96600	94850	99350	99650	90700	
Upper Quartile	0	0	0	0	0	0	0	0	0	63950	67900	73850	78600	81900	83950	84250	83950	85700	79000	
Median	0	0	0	0	0	0	0	0	0	58850	61600	67100	68550	73350	73700	74000	73800	75250	69800	
Lower Quartile	0	0	0	0	0	0	0	0	0	52400	55250	59200	61450	66750	65350	66200	65700	66550	61400	
Lower Decile	0	0	0	0	0	0	0	0	0	47550	52500	53700	54650	60100	60050	59800	60150	60300	54450	
Mean	0	0	0	0	0	0	0	0	0	59450	62200	67850	70950	75500	75750	77500	77050	79000	71900	
Supporting Data																				
Total Number	1	2	3	1	3	6	7	15	11	81	159	258	284	256	223	175	114	204	1803	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	2	1	4	0	6	1	7	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43150	44950	46750	48600	50350	52150	53900	57200	61650	65300	68050	69950	71150	71750	72000	71800	65900	2.2
Upper Quartile	0	0	39100	40800	42500	44200	45850	47500	49150	52200	56350	59650	62150	63800	64700	65150	65200	64800	58950	2.2
Median	0	0	36000	37500	38950	40450	41900	43300	44700	47350	50900	53850	56100	57650	58650	59150	59400	59300	51150	2.2
Lower Quartile	0	0	33250	34500	35750	37000	38200	39400	40600	42800	45750	48200	50100	51450	52350	52850	53100	53150	43300	2.2
Lower Decile	0	0	31200	32250	33300	34300	35350	36300	37300	39100	41550	43550	45100	46250	47050	47550	47850	48050	37700	2.2
Mean	0	0	36700	38150	39600	41050	42500	43900	45250	47850	51350	54200	56400	57900	58900	59450	59700	59650	51600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48000	45900	46500	48450	50350	50600	55100	58450	61100	63400	67550	70150	69650	72600	72750	72850	65900	
Upper Quartile	0	0	40650	40800	42850	45000	45450	47400	49950	53400	55600	58450	61550	64050	63300	65150	65050	66550	58950	
Median	0	0	37400	37300	39000	40850	41400	42600	45950	48050	50750	53400	55450	57450	57700	59300	59100	60550	51150	
Lower Quartile	0	0	34450	35100	35600	37350	38200	38400	40300	43200	45650	48050	50850	50900	51800	52000	53700	53800	43300	
Lower Decile	0	0	32450	33450	32700	34050	34900	35900	37200	39400	41550	43000	46500	45650	46350	47150	48250	48500	37700	
Mean	0	0	38500	38800	39600	41350	42100	42950	45850	48500	51000	53650	56350	57900	57950	59450	59800	60550	51600	
Supporting Data																				
Total Number	12	37	113	110	109	133	157	145	146	380	314	302	286	255	292	237	173	276	3477	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	59900	62300	64650	67000	71600	77950	83450	87850	91150	93450	94900	95700	96250	89450	2.2
Upper Quartile	0	0	0	0	0	55250	57200	59150	61000	64650	69600	73750	77050	79500	81200	82250	82850	83250	75950	2.2
Median	0	0	0	0	0	49400	50850	52300	53650	56300	59900	63000	65500	67500	68950	70000	70650	71450	65000	2.2
Lower Quartile	0	0	0	0	0	42700	43950	45200	46450	48800	52050	54900	57250	59200	60650	61750	62500	63450	55800	2.2
Lower Decile	0	0	0	0	0	38450	39500	40550	41600	43600	46400	48950	51150	53000	54500	55700	56600	57850	48700	2.2
Mean	0	0	0	0	0	49850	51450	53000	54550	57550	61650	65200	68150	70450	72200	73450	74300	75250	67750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59350	63450	64000	0	70550	81000	84400	86900	89950	88500	102800	95650	94900	89450	
Upper Quartile	0	0	0	0	0	56350	60650	56000	0	63000	72800	75000	73900	80800	79000	86500	83050	81900	75950	
Median	0	0	0	0	0	54250	47000	52500	0	56550	58000	63350	63850	69050	69800	70800	72000	69600	65000	
Lower Quartile	0	0	0	0	0	49750	37000	50000	0	48700	48000	53200	57550	60650	62450	62450	65200	60300	55800	
Lower Decile	0	0	0	0	0	47500	32400	44000	0	42700	43700	48100	51050	53700	56450	56900	58500	54900	48700	
Mean	0	0	0	0	0	54050	48900	53150	0	56600	60900	65500	67350	70350	72350	76550	75150	73050	67750	
Supporting Data																				
Total Number	7	11	15	14	8	15	14	20	9	48	48	45	81	91	98	100	86	112	822	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	2	0	1	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

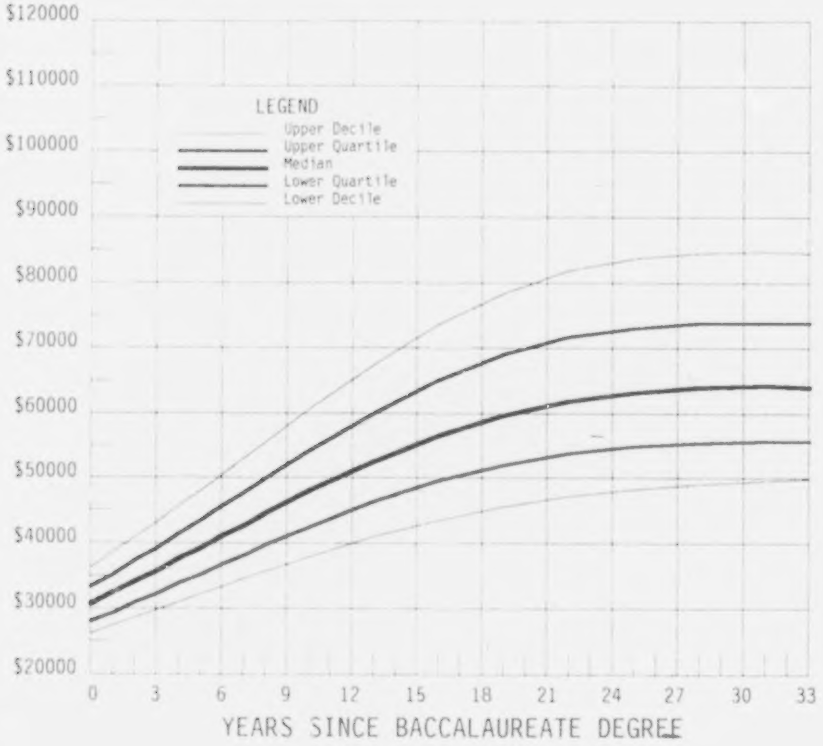
1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	96000	96400	97300	98050	100550	103550	106700	113250	102700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	82950	84100	85650	87500	89450	91450	93300	96800	89100	2.2
Median	0	0	0	0	0	0	0	0	0	0	74150	75350	76750	78300	79900	81450	82900	85500	78750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	66350	66350	67050	68150	69550	71100	72650	75700	69150	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	62250	62500	62550	63150	64050	65050	66100	68150	62650	2.2
Mean	0	0	0	0	0	0	0	0	0	0	76300	77200	78550	80100	81850	83600	85300	88400	81400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	94500	103750	97850	93500	95500	115600	100000	113350	102700	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	86250	83450	83750	89100	86450	96900	89150	96900	89100	
Median	0	0	0	0	0	0	0	0	0	0	76650	77000	72500	81250	78000	84300	81450	85000	78750	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	67500	69250	63500	69600	69500	71600	72500	75500	69150	
Lower Decile	0	0	0	0	0	0	0	0	0	0	64200	63400	60200	64150	63900	65000	67000	67750	62650	
Mean	0	0	0	0	0	0	0	0	0	0	77750	78950	76750	79700	80900	87150	82600	88300	81400	
Supporting Data																				
Total Number	0	1	1	1	1	0	1	2	0	7	11	17	33	41	49	50	30	38	283	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	2	0	1	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	58300	60400	62400	64250	67600	71700	74800	77050	78550	79550	80150	80500	80700	75050	4.0
Upper Quartile	0	0	0	0	0	55000	56200	57350	58450	60550	63350	65750	67650	69200	70350	71250	71850	72600	67400	2.2
Median	0	0	0	0	0	49250	50200	51100	52050	53750	56150	58250	60050	61550	62800	63800	64550	65600	59650	2.2
Lower Quartile	0	0	0	0	0	43600	43900	44400	45000	46450	49000	51600	53950	55850	57200	58100	58650	59000	52250	4.0
Lower Decile	0	0	0	0	0	39600	39750	40050	40500	41750	44050	46550	48850	50800	52200	53150	53650	54050	46500	4.0
Mean	0	0	0	0	0	49550	50600	51550	52550	54400	56950	59250	61250	62900	64300	65400	66300	67550	60550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59350	62250	60400	0	70550	73750	68800	74200	74650	75400	80000	92000	80750	75050	
Upper Quartile	0	0	0	0	0	56350	59000	54900	0	62150	63000	64000	66650	69550	70200	70000	75000	71750	67400	
Median	0	0	0	0	0	54250	46250	52000	0	55500	53400	55250	60000	62800	63800	63650	68000	63350	59650	
Lower Quartile	0	0	0	0	0	49750	36500	49250	0	47950	46100	50000	53000	55350	58450	59000	61600	57550	52250	
Lower Decile	0	0	0	0	0	47500	32300	43400	0	42250	42050	46800	48200	51000	51350	53750	57150	52550	46500	
Mean	0	0	0	0	0	54050	47250	51500	0	55700	55900	57350	60900	62650	63750	65900	71150	65200	60550	
Supporting Data																				
Total Number	7	10	14	13	7	15	13	18	9	41	37	28	48	50	49	50	56	74	539	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

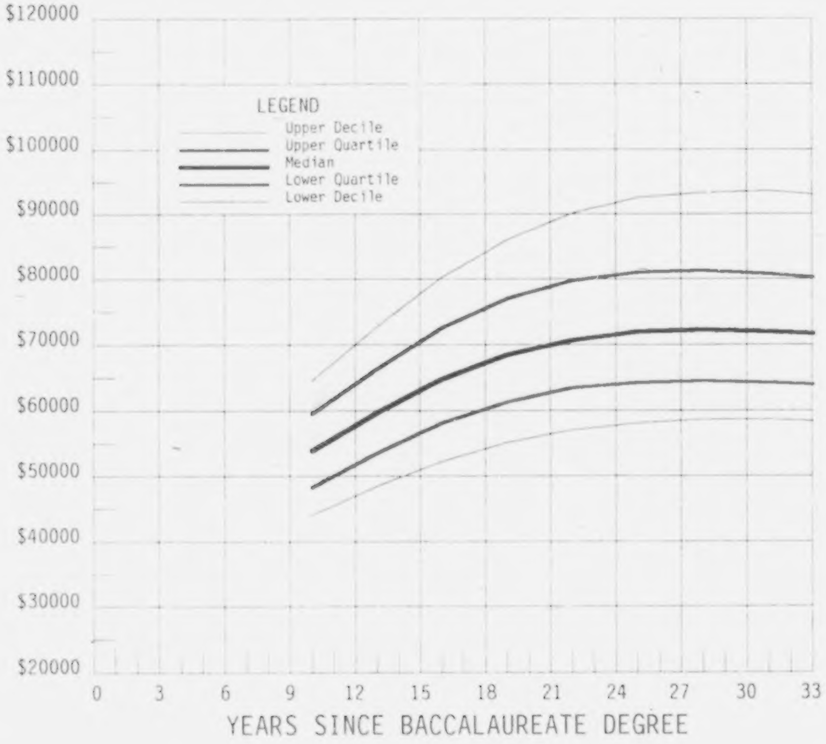
SALARY CURVES FOR ENGINEERS IN CONSULTING
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36400	38550	40800	43100	45500	47950	50400	52950	55450	60450	67500	73650	78400	81750	83700	84600	84750	84000	74250	2.2
Upper Quartile	33350	35250	37250	39250	41350	43450	45600	47750	49900	54150	60100	65150	69000	71650	73200	73900	74000	73300	63500	2.2
Median	30800	32450	34100	35800	37550	39300	41050	42800	44550	47950	52650	56650	59750	61950	63250	63950	64150	63900	52250	2.2
Lower Quartile	28050	29450	30900	32350	33800	35250	36750	38200	39650	42450	46300	49500	52050	53800	54900	55500	55750	55600	41100	2.2
Lower Decile	26200	27400	28650	29850	31050	32250	33400	34600	35750	37950	40950	43500	45600	47250	48400	49200	49650	50050	33850	3.8
Mean	31150	32800	34500	36200	38000	39800	41600	43400	45200	48700	53650	57900	61250	63650	65150	66000	66350	66250	53700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35450	39050	40250	43150	45650	47300	49950	52800	55000	61850	67150	73300	78800	81000	84000	84150	82350	85200	74250	
Upper Quartile	34050	36100	36750	37900	40900	42900	44850	48600	50100	54900	60200	65350	69550	72200	71350	73200	72050	74450	63500	
Median	32000	32450	33750	34950	37350	38800	40100	42400	44850	48400	52650	56950	60900	62700	61800	63550	63200	64000	52250	
Lower Quartile	28950	29200	31200	31600	33450	35000	36300	37800	39350	42600	46500	50050	52750	53250	54150	56350	55350	55300	41100	
Lower Decile	27300	26800	29050	28700	30800	32150	32600	33850	36050	38350	41500	44050	46450	47000	48350	49900	48800	48500	33850	
Mean	32000	32900	34250	35450	37900	39300	40950	43000	45150	49300	53650	58100	61950	63900	64150	66300	65000	66400	53700	
Supporting Data																				
Total Number	214	251	304	292	311	301	344	316	287	858	788	861	847	641	551	540	370	801	8877	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	1	4	2	7	2	7	24	
Less Than $22000	0	0	2	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	11	

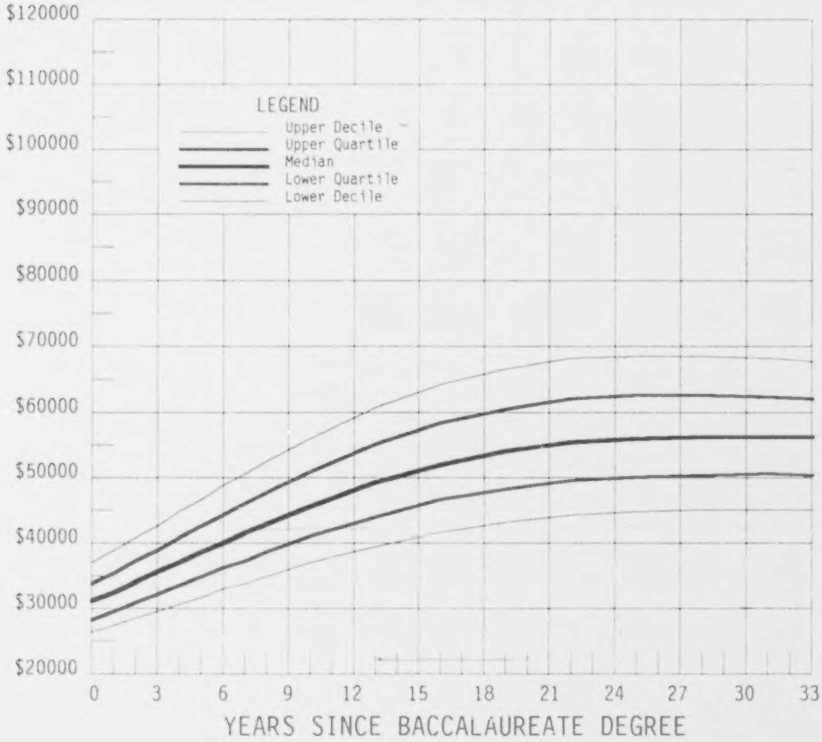
SALARY CURVES FOR ENGINEERS IN CONSULTING SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64450	72900	80300	86150	90200	92500	93450	93500	92200	86300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59350	66500	72500	76950	79700	81000	81250	80800	79050	75600	2.2
Median	0	0	0	0	0	0	0	0	0	53800	59800	64750	68450	70800	72000	72250	72000	70750	67200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48350	53650	58050	61300	63350	64350	64600	64350	63250	59150	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	44100	48600	52350	55200	57100	58150	58550	58550	57900	52400	2.2
Mean	0	0	0	0	0	0	0	0	0	54300	60600	65950	70050	72800	74300	74850	74750	73700	68750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	69600	74050	79350	84700	87550	91500	92900	91050	95900	86300	
Upper Quartile	0	0	0	0	0	0	0	0	0	64600	67950	71550	75300	76950	80800	80000	79650	82200	75600	
Median	0	0	0	0	0	0	0	0	0	57950	60100	63850	67100	71150	70600	71350	70950	72850	67200	
Lower Quartile	0	0	0	0	0	0	0	0	0	51500	54200	56900	60650	63250	63050	63700	64800	64600	59150	
Lower Decile	0	0	0	0	0	0	0	0	0	46650	49300	51700	54300	56900	56400	58550	59500	58850	52400	
Mean	0	0	0	0	0	0	0	0	0	58750	61150	64800	68850	72300	72750	74450	74100	75800	68750	
Supporting Data																				
Total Number	0	0	4	7	8	18	26	28	26	184	258	418	458	343	277	280	183	403	2921	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	1	4	2	7	2	7	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CONSULTING
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37000	38900	40850	42800	44800	46750	48700	50650	52500	56100	60750	64300	66750	68150	68650	68600	68150	66900	61600	2.2
Upper Quartile	33850	35600	37300	39050	40850	42600	44350	46050	47750	50900	55100	58400	60650	62050	62600	62650	62400	61450	54100	2.2
Median	31200	32650	34150	35650	37150	38650	40100	41550	43000	45700	49250	52100	54100	55450	56100	56350	56300	55750	45650	2.2
Lower Quartile	28350	29600	30900	32250	33550	34850	36150	37400	38650	41000	44050	46550	48400	49550	50250	50500	50550	50200	37400	2.2
Lower Decile	26300	27400	28500	29650	30750	31850	32950	34000	35050	37000	39550	41600	43150	44200	44800	45100	45200	45000	32150	2.2
Mean	31550	33000	34500	36000	37500	39000	40500	41950	43350	46050	49600	52400	54450	55700	56400	56600	56550	56000	46300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36450	39050	40250	42850	44950	46800	49000	51250	52750	57050	61600	62750	66000	66700	65750	67850	67300	69950	61600	
Upper Quartile	34050	36100	36850	37850	40700	42600	44100	46850	48900	51950	55500	57350	59750	61000	60400	63100	61750	63250	54100	
Median	32000	32450	33800	34900	37250	38650	39750	41350	44100	46250	49850	51750	53500	53400	55300	57900	56250	56250	45650	
Lower Quartile	28950	29200	31200	31500	33400	34900	36100	37300	39050	41450	44650	45950	47750	48100	50650	51450	50650	50300	37400	
Lower Decile	27300	26800	29000	28650	30750	32150	32400	33550	35700	37550	39500	41350	43000	43500	45400	46250	44450	44800	32150	
Mean	32000	32900	34250	35300	37700	39000	40350	42000	44000	46750	50050	51750	53850	54300	55500	57450	56100	56900	46300	
Supporting Data																				
Total Number	214	251	300	285	303	283	318	288	261	674	530	443	389	298	274	260	187	398	5956	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	2	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	11	

1991 ENGINEERING SALARY STATISTICS: CONSULTING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38650	40750	42950	45200	47500	49800	52150	54450	59050	65500	71000	75300	78350	80150	81050	81300	80750	71100	2.2
Upper Quartile	33400	35200	37100	39000	40950	42950	44950	47000	49000	52950	58450	63200	66900	69500	71100	71900	72200	71850	60500	2.2
Median	30500	32050	33650	35250	36900	38550	40200	41850	43500	46700	51100	54850	57850	60000	61350	62150	62500	62450	49250	2.2
Lower Quartile	27800	29150	30500	31850	33250	34600	36000	37400	38750	41350	44950	48000	50400	52100	53200	53850	54150	54150	38350	2.2
Lower Decile	25950	27050	28150	29300	30450	31600	32700	33850	34950	37050	39900	42350	44300	45750	46750	47350	47700	47950	32200	2.2
Mean	31000	32550	34150	35800	37450	39150	40850	42550	44200	47500	52050	56000	59150	61450	62950	63850	64250	64350	50750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36450	38550	40150	42700	45700	46800	50650	52950	53350	61300	64900	70500	75650	75700	74850	81350	81350	83250	71100	
Upper Quartile	34050	35900	36350	37500	40700	42500	45300	48300	49400	54150	58600	62500	66950	69450	66700	71900	72550	73100	60500	
Median	32050	32300	33200	34000	37100	38100	39500	42300	43350	47450	51350	55200	58700	59050	57750	62850	63300	62750	49250	
Lower Quartile	28950	29050	30750	30750	33000	34550	35700	37600	38500	41750	45500	47800	50850	51400	52150	54850	53850	54150	38350	
Lower Decile	27300	26650	28750	28300	30500	31700	32100	33350	35100	37250	40050	42400	44700	45750	46500	48250	47350	47500	32200	
Mean	32000	32550	33850	34800	37650	38850	40850	42700	44050	48450	52250	55950	59300	60600	59900	64500	64800	64950	50750	
Supporting Data																				
Total Number	212	236	238	230	231	212	228	203	181	550	472	507	475	351	253	291	211	537	5618	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	4	8	
Less Than $22000	0	0	1	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	10	

1991 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56300	59450	62400	67900	74750	79900	83450	85750	87100	87850	88200	88350	82900	5.0
Upper Quartile	0	0	0	0	0	0	49150	51650	54100	58950	65700	71250	75300	77800	79000	79150	78750	77100	73900	2.2
Median	0	0	0	0	0	0	44950	47050	49100	53150	58700	63300	66700	68900	70050	70400	70300	69300	64850	2.2
Lower Quartile	0	0	0	0	0	0	40350	42200	44000	47550	52400	56400	59400	61350	62400	62750	62650	61850	56800	2.2
Lower Decile	0	0	0	0	0	0	36900	38450	40000	43000	47150	50650	53350	55250	56400	57000	57200	56950	50250	2.2
Mean	0	0	0	0	0	0	45150	47250	49400	53550	59350	64250	67950	70500	71900	72450	72500	71700	66300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	64000	55650	68800	69650	72350	78550	80600	83500	84600	87000	90350	94500	82900	
Upper Quartile	0	0	0	0	0	0	54500	54400	62000	64300	65600	69800	73500	74850	73550	78650	78750	80700	73900	
Median	0	0	0	0	0	0	47750	52450	56000	57150	57900	61650	65050	69100	66000	69900	70650	71450	64850	
Lower Quartile	0	0	0	0	0	0	40250	50850	50000	50700	52000	55250	58500	60050	58300	62350	64200	63650	56800	
Lower Decile	0	0	0	0	0	0	38000	43550	37600	45900	46500	49350	53250	55350	53400	56550	58600	57900	50250	
Mean	0	0	0	0	0	0	48700	51900	54900	57850	59200	62900	66200	69050	66800	71900	73950	74300	66300	
Supporting Data																				
Total Number	0	0	4	6	7	15	20	17	16	123	135	208	228	161	114	148	108	265	1575	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	4	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36750	38600	40550	42500	44450	46400	48350	50250	52100	55650	60300	63950	66450	67900	68500	68500	68150	67000	60150	2.2
Upper Quartile	33750	35400	37100	38800	40550	42250	43950	45650	47250	50350	54450	57650	59900	61200	61850	61900	61700	60800	52400	2.2
Median	30950	32400	33800	35250	36700	38100	39500	40900	42250	44850	48250	51000	53000	54300	55050	55350	55350	55000	43600	2.2
Lower Quartile	28100	29350	30600	31850	33100	34350	35600	36800	37950	40150	43100	45450	47200	43350	49000	49300	49400	49150	35650	2.2
Lower Decile	26250	27300	28350	29350	30400	31400	32400	33350	34300	36100	38450	40350	41850	42850	43500	43900	44050	44100	30900	2.2
Mean	31300	32750	34200	35650	37100	38550	40000	41400	42750	45350	48750	51450	53450	54750	55450	55700	55700	55250	44650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36450	38550	40200	42250	44800	46150	49400	51700	52000	55950	61200	62350	65700	66350	65150	68400	67850	69350	60150	
Upper Quartile	34050	35900	36450	37400	40500	42100	44400	46600	47900	51150	54850	57150	59450	59400	58600	63250	61900	62000	52400	
Median	32050	32300	33250	33850	36950	37900	38950	41450	42650	45300	49350	51000	52550	52600	53900	57250	54400	55250	43600	
Lower Quartile	28950	29050	30750	30650	32900	34400	35350	37050	38300	40500	44150	45000	46250	47650	49450	50450	49150	49000	35650	
Lower Decile	27300	26650	28700	28250	30450	31600	31850	33100	34800	36450	38450	40400	41800	42800	44800	44700	43000	43600	30900	
Mean	32000	32550	33850	34550	37400	38450	40100	41900	43000	45750	49450	51100	52900	53450	54250	56900	55250	55800	44650	
Supporting Data																				
Total Number	212	236	234	224	224	197	208	186	165	427	337	299	247	190	139	143	103	272	4043	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	1	1	0	0	3	1	1	0	0	2	0	0	0	0	0	10	

1991 ENGINEERING SALARY STATISTICS: CONSULTING, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40450	42900	45500	48150	50850	53600	56350	61900	69850	76700	81950	85500	87400	88050	87900	86400	77650	2.2
Upper Quartile	0	0	37250	39400	41650	44000	46300	48700	51050	55700	62200	67650	71700	74250	75450	75750	75400	73950	67350	2.2
Median	0	0	34600	36550	38500	40450	42400	44300	46150	49700	54400	58300	61350	63600	65100	66050	66550	66900	56450	4.2
Lower Quartile	0	0	32300	33850	35450	37000	38500	40050	41500	44300	48100	51300	53850	55750	57100	57950	58450	58850	46400	4.0
Lower Decile	0	0	30300	31600	32900	34200	35450	36750	37950	40300	43500	46200	48350	50000	51150	51900	52300	52650	38550	4.0
Mean	0	0	35050	37000	39000	41000	43000	44950	46850	50550	55550	59800	63150	65700	67500	68600	69300	69800	58050	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40500	44500	45550	47750	48800	52300	57050	62400	70000	75650	84700	85250	88700	87150	81400	88400	77650	
Upper Quartile	0	0	37650	40050	41600	43800	43950	48400	51350	55650	62400	69000	72600	75100	74450	73250	70850	76950	67350	
Median	0	0	35150	36950	38100	39850	41000	42000	47150	49600	54950	59900	63350	67150	63650	63500	61900	65800	56450	
Lower Quartile	0	0	33350	35050	34950	36550	38150	37900	40900	44100	48650	52800	54750	57500	56650	56600	56400	57450	46400	
Lower Decile	0	0	31800	33400	31950	32950	34750	35050	37750	40150	44050	47450	50350	49800	50700	50800	50250	51750	38550	
Mean	0	0	35650	37950	38650	40300	41350	43200	47000	50750	55850	61100	65000	68150	66800	66900	64400	68850	58050	
Supporting Data																				
Total Number	2	14	66	62	79	88	110	106	102	286	295	342	337	254	253	211	139	236	2982	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	0	4	0	3	0	3	11	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-2.	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67400	75350	81850	86850	90450	92900	94500	95450	96200	89000	3.8
Upper Quartile	0	0	0	0	0	0	0	0	0	63100	69500	74350	77750	80000	81450	82350	82850	83200	77050	4.0
Median	0	0	0	0	0	0	0	0	0	57600	62950	66900	69600	71350	72450	73150	73500	73750	69050	4.0
Lower Quartile	0	0	0	0	0	0	0	0	0	51400	56300	59950	62600	64350	65500	66200	66600	66900	61400	4.0
Lower Decile	0	0	0	0	0	0	0	0	0	47800	52050	55150	57300	58700	59600	60150	60450	60650	54850	4.2
Mean	0	0	0	0	0	0	0	0	0	57700	63600	68150	71400	73650	75150	76050	76600	77000	70900	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	69750	74300	79550	90100	88750	96550	93300	92100	96150	89000	
Upper Quartile	0	0	0	0	0	0	0	0	0	65400	69500	72650	77550	80450	84550	81550	79400	84100	77050	
Median	0	0	0	0	0	0	0	0	0	60350	62100	66350	68350	72900	73400	72150	70750	75800	69050	
Lower Quartile	0	0	0	0	0	0	0	0	0	52750	56000	58850	62300	66800	66050	65900	65000	66350	61400	
Lower Decile	0	0	0	0	0	0	0	0	0	48100	53450	53850	56250	60050	61350	59800	60150	60100	54850	
Mean	0	0	0	0	0	0	0	0	0	60750	63100	66550	70950	75300	76250	76000	73700	77900	70900	
Supporting Data																				
Total Number	0	0	0	1	1	3	6	11	10	58	120	204	208	162	133	107	63	123	1210	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	0	4	0	3	0	3	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

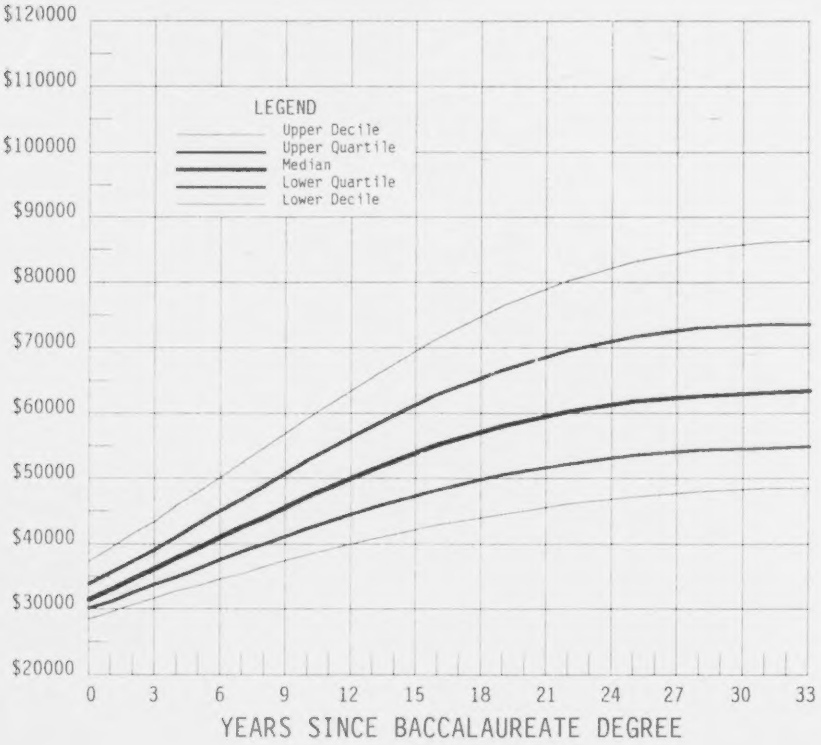
1991 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40950	42950	44950	47000	49000	50950	52900	56500	61150	64650	66900	68050	68350	68000	67400	65800	62700	2.2
Upper Quartile	0	0	37850	39600	41400	43200	44950	46700	48350	51550	55750	58950	61200	62450	62950	62950	62600	61550	56350	2.2
Median	0	0	35150	36650	38200	39700	41150	42650	44050	46750	50300	53150	55250	56550	57250	57550	57500	57000	49150	2.2
Lower Quartile	0	0	32300	33650	35000	36350	37650	38950	40200	42550	45700	48250	50100	51300	52000	52300	52300	52000	41100	2.2
Lower Decile	0	0	30250	31400	32550	33650	34800	35900	36950	38950	41600	43750	45350	46450	47150	47500	47650	47550	36200	2.2
Mean	0	0	35450	37000	38550	40050	41600	43050	44500	47250	50850	53650	55650	56900	57500	57650	57550	56900	49250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40500	44550	45300	47500	47950	49700	54650	57800	61700	63400	66900	66450	65350	66800	65400	70700	62700	
Upper Quartile	0	0	37650	40150	41400	43500	43750	46600	49600	53000	55900	57650	59950	62250	61350	62450	60900	64850	56350	
Median	0	0	35150	37000	38000	39750	40800	40650	46300	47750	50500	52550	54400	55100	56850	57800	57350	58200	49150	
Lower Quartile	0	0	33350	35100	34900	36600	38000	37500	40400	42950	45500	48050	50650	49600	51750	51900	52100	53200	41100	
Lower Decile	0	0	31800	33350	31950	33100	34600	34700	37400	39400	41700	43350	46200	44750	46350	48450	47350	48150	36200	
Mean	0	0	35650	38000	38550	40100	41050	41800	45800	48200	50900	53000	55450	55550	56350	57550	56700	59000	49250	
Supporting Data																				
Total Number	2	14	66	61	78	85	104	95	92	228	175	138	129	92	120	104	76	113	1772	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: CONSULTING, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	63850	71800	78600	84200	88450	91550	93700	95050	96350	88650	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	56350	62300	67800	72700	76750	79950	82400	84100	86200	74400	2.2
Median	0	0	0	0	0	0	0	0	0	51350	56300	60550	63950	66550	68450	69750	70650	71550	64700	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	44650	49050	52950	56300	58950	61050	62600	63700	64950	54900	2.8
Lower Decile	0	0	0	0	0	0	0	0	0	40400	43850	46900	49450	51500	53100	54300	55150	56150	45850	2.8
Mean	0	0	0	0	0	0	0	0	0	51800	57350	62200	66200	69400	71800	73500	74650	75900	66650	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	63600	67800	75200	95850	87000	89150	97000	85000	98000	88650	
Upper Quartile	0	0	0	0	0	0	0	0	0	58000	62750	70000	73250	72000	79850	83750	81250	90000	74400	
Median	0	0	0	0	0	0	0	0	0	53000	52600	62000	64650	66000	70800	69600	68000	71000	64700	
Lower Quartile	0	0	0	0	0	0	0	0	0	45500	45900	56000	58750	56000	62150	63600	64650	63000	54900	
Lower Decile	0	0	0	0	0	0	0	0	0	41200	41150	53300	50750	46400	54500	58400	57350	52400	45850	
Mean	0	0	0	0	0	0	0	0	0	52250	55050	63350	68750	66400	73500	76300	70700	74500	66650	
Supporting Data																				
Total Number	0	1	0	0	1	1	6	7	4	22	21	12	35	36	45	38	20	28	277	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	2	0	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

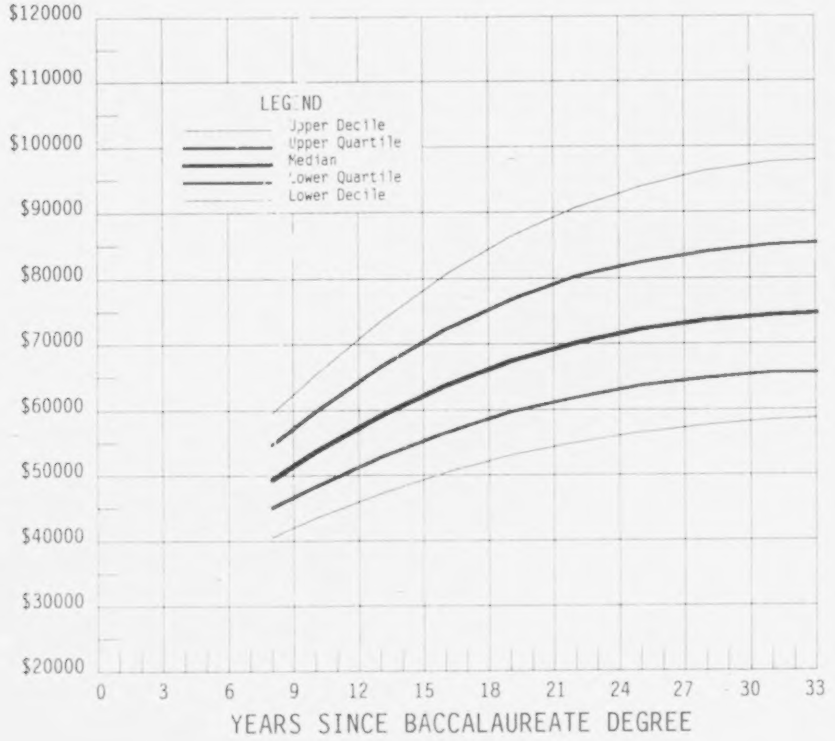
SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES - ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37450	39400	41500	43600	45750	47950	50200	52450	54700	59200	65700	71550	76500	80350	83150	84950	86050	86950	74350	2.2
Upper Quartile	33900	35650	37450	39300	41200	43100	45050	47000	48900	52750	58100	62850	66750	69650	71700	72950	73600	74000	62800	2.2
Median	31600	33100	34650	36200	37750	39350	40950	42550	44100	47150	51450	55100	58050	60300	61800	62750	63300	63600	51550	2.2
Lower Quartile	30050	31300	32550	33800	35050	36350	37600	38850	40050	42400	45600	48400	50600	52300	53500	54300	54800	55250	41450	2.2
Lower Decile	28650	29700	30700	31700	32700	33650	34650	35600	36500	38300	40750	42850	44650	46100	47200	47950	48450	48950	35100	3.4
Mean	32500	34050	35550	37150	38700	40300	41900	43500	45100	48200	52550	56400	59600	62100	63900	65150	65900	66650	53750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38950	39450	43450	44500	44850	47950	49700	51700	53000	58800	64750	72300	78400	82500	83250	84600	84350	86200	74350	
Upper Quartile	34150	35600	38100	39750	40650	43200	44500	46900	48350	52750	57500	62650	67550	71450	71550	72850	72800	73550	62800	
Median	32200	32950	34950	36250	38000	39600	40350	42350	43300	47100	51100	54750	58900	61900	61450	62900	62750	63100	51550	
Lower Quartile	30450	31050	32850	34150	35100	36550	37100	38550	39800	42200	45250	48250	51150	53150	53200	55450	54750	54400	41450	
Lower Decile	28650	29500	30900	32150	32500	34100	34000	35200	36550	38300	40500	42600	45000	47250	47250	48250	48650	47850	35100	
Mean	33400	33850	36250	37750	38650	40400	41300	43000	44350	47950	52050	56550	60450	63550	63600	65750	65450	65800	53750	
Supporting Data																				
Total Number	278	403	414	414	407	485	453	422	419	1304	1070	1144	1123	1056	932	821	756	1200	13101	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	3	1	8	4	13	32	
Less Than $22000	0	0	1	0	1	1	0	3	1	0	0	0	2	0	0	0	0	0	9	

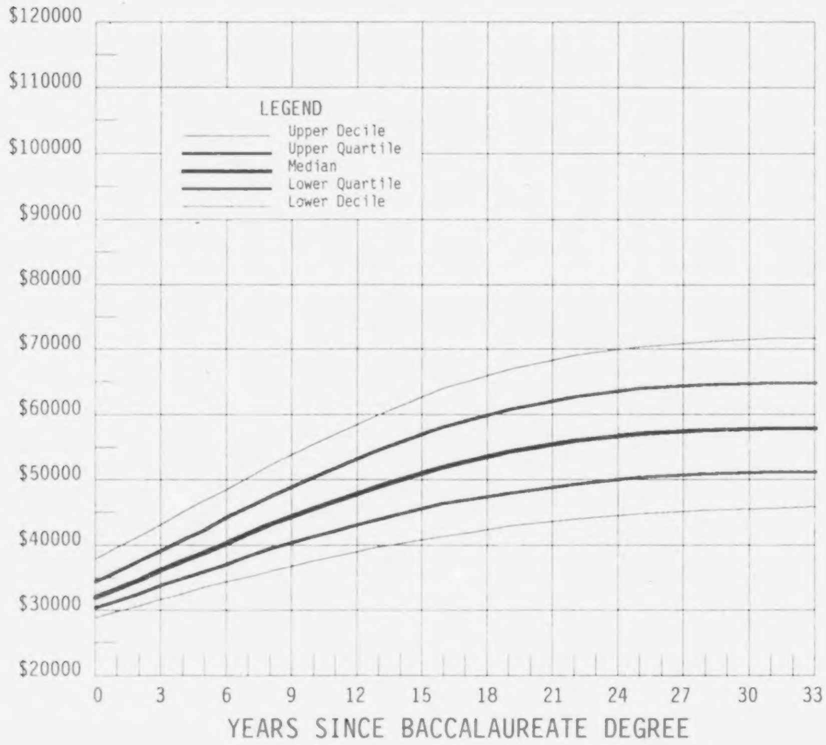
SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	59450	65300	73500	80550	86300	90700	93950	96150	97550	98850	89600	3.4
Upper Quartile	0	0	0	0	0	0	0	0	54800	59850	66700	72350	76850	80150	82500	84050	85000	85850	78150	3.6
Median	0	0	0	0	0	0	0	0	49450	53550	59100	63750	67450	70250	72250	73600	74450	75150	67700	3.6
Lower Quartile	0	0	0	0	0	0	0	0	45000	48350	52900	56650	59700	62000	63700	64850	65550	66250	57850	3.4
Lower Decile	0	0	0	0	0	0	0	0	40550	43350	47100	50300	52950	55050	56600	57700	58400	59150	50350	3.2
Mean	0	0	0	0	0	0	0	0	50050	54300	60150	65150	69200	72350	74650	76250	77300	78250	69500	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	63450	66150	71850	81700	85650	88850	94400	97000	99550	98850	89600	
Upper Quartile	0	0	0	0	0	0	0	0	56650	60100	65700	72450	76900	80500	82950	84150	83950	85900	78150	
Median	0	0	0	0	0	0	0	0	50450	53300	59150	63700	67000	71050	72700	74000	73900	74650	67700	
Lower Quartile	0	0	0	0	0	0	0	0	46700	48400	53500	55350	59650	62850	63800	64550	66050	65950	57850	
Lower Decile	0	0	0	0	0	0	0	0	40100	43050	48350	49250	53200	55350	56100	57800	58800	59050	50350	
Mean	0	0	0	0	0	0	0	0	51500	54350	60000	65100	68850	72650	74100	76900	77300	78300	69500	
Supporting Data																				
Total Number	3	4	9	17	15	27	27	28	34	205	278	406	476	470	365	310	256	443	3373	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	3	1	8	4	13	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	39700	41450	43250	45050	46850	48600	50400	52150	55500	60100	63900	66950	69100	70500	71300	71700	71750	63800	2.2
Upper Quartile	34300	35950	37550	39200	40850	42500	44150	45800	47400	50500	54650	58150	60800	62700	63900	64500	64750	64700	56000	2.2
Median	32000	33400	34800	36200	37600	39000	40400	41750	43100	45650	49150	52050	54300	55900	57000	57650	57950	58050	47150	2.2
Lower Quartile	30350	31500	32650	33800	34950	36100	37200	38300	39350	41350	44050	46300	48100	49400	50300	50850	51200	51450	39050	2.2
Lower Decile	28900	29850	30750	31700	32600	33500	34350	35200	36050	37600	39700	41450	42850	43950	44700	45250	45650	46000	33900	2.2
Mean	32900	34250	35650	37000	38400	39750	41100	42450	43750	46250	49650	52450	54700	56300	57450	58100	58500	58700	48250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38350	39150	42750	43450	44000	47350	49050	51250	52000	56350	59600	62400	66500	68750	69350	71600	72800	72450	63800	
Upper Quartile	34000	35500	37900	39450	40450	42900	43950	46250	47550	51450	53900	57000	60400	62850	63050	65000	65500	64950	56000	
Median	32150	32950	34900	36100	37850	39500	40150	41900	42900	46100	48800	51750	53850	55600	56450	58850	58250	58000	47150	
Lower Quartile	30450	31000	32800	34100	35000	36500	36850	38300	39600	41600	43800	45850	47850	49150	50300	51850	51850	51000	39050	
Lower Decile	28650	29500	30900	32100	32400	34150	33900	34950	36300	37950	39500	41150	41700	44050	45050	45900	47000	45300	33900	
Mean	33100	33750	36050	37250	38300	40200	40900	42500	43700	46750	49300	51800	54300	56250	56900	58950	59400	58500	48250	
Supporting Data																				
Total Number	275	399	405	397	392	458	426	394	385	1099	792	738	647	586	567	511	500	757	9728	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	1	1	0	3	1	0	0	0	2	0	0	0	0	0	9	

1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35550	37450	39400	41450	43500	45600	47750	49950	52100	56450	62650	68250	72900	76550	79100	80750	81700	82400	69350	2.2
Upper Quartile	33200	34900	36600	38350	40150	41950	43750	45600	47400	50950	56000	60400	64000	66700	68600	69800	70500	70900	58350	2.2
Median	31450	32850	34300	35750	37200	38700	40150	41600	43050	45800	49650	52950	55600	57600	59000	59900	60400	60800	47700	2.2
Lower Quartile	30000	31150	32300	33500	34650	35800	36950	38100	39200	41300	44150	46550	48500	50000	51050	51750	52150	52550	38850	2.2
Lower Decile	28500	29450	30400	31350	32250	33150	34050	34950	35800	37400	39600	41500	43000	44200	45100	45700	46100	46600	33550	2.2
Mean	31850	33250	34700	36200	37700	39200	40700	42200	43650	46550	50600	54100	57050	59300	61000	62100	62850	63550	50050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36300	37350	39100	41500	43350	45650	48600	[illegible]	51750	56500	62800	67450	75300	76000	77600	78950	80600	84000	69350	
Upper Quartile	33700	34700	36100	38850	40150	42000	43950	45300	47150	51500	55550	59350	65300	67350	67300	69000	70450	71450	58350	
Median	32000	32650	34150	35750	37550	39000	39950	41450	42650	45900	49450	52750	56150	58000	58050	60700	60000	60800	47700	
Lower Quartile	30350	30850	32450	33800	34650	36050	36550	[illegible]	39400	41350	43850	46300	48500	50450	50700	53450	52100	51950	38850	
Lower Decile	28600	29250	30500	31600	32300	33800	33600	[illegible]	36000	37450	39400	41350	42400	45050	45250	46450	47200	45650	33550	
Mean	32600	32950	34500	36650	37950	39300	40650	[illegible]	43450	46700	50350	53600	57800	59950	60100	62250	63000	63400	50050	
Supporting Data																				
Total Number	258	362	314	319	323	367	328	[illegible]	309	932	693	682	635	571	456	429	436	721	8435	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	6	11	
Less Than $22000	0	0	1	0	1	1	0	1	1	0	0	0	2	0	0	0	0	0	9	

1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6		8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	49450	52200	[illegible]	57650	63000	70450	77000	82400	86650	89800	92000	93400	94750	84850	3.4
Upper Quartile	0	0	0	0	0	46000	48500	[illegible]	53300	57950	64150	69400	73550	76650	78850	80350	81250	82050	74200	3.6
Median	0	0	0	0	0	42300	44350	[illegible]	48250	52000	57050	61250	64650	67250	69100	70400	71250	72000	63900	3.4
Lower Quartile	0	0	0	0	0	38800	40450	[illegible]	43550	46550	50550	53950	56750	58900	60550	61700	62450	63200	54150	3.2
Lower Decile	0	0	0	0	0	35500	36850	[illegible]	39450	41900	45300	48200	50650	52550	54000	55100	55800	56500	47650	3.2
Mean	0	0	0	0	0	42700	44750	[illegible]	48750	52600	57850	62450	66150	69100	71250	72800	73750	74700	65700	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52700	54800	52850	61200	63850	69400	75300	82800	84600	88050	91650	97900	96250	84850	
Upper Quartile	0	0	0	0	0	46500	50000	49600	54900	58200	64250	68150	74700	75150	77650	79300	81750	84100	74200	
Median	0	0	0	0	0	42200	46000	47850	49800	51900	57650	59500	65050	66950	68750	69200	72500	72950	63900	
Lower Quartile	0	0	0	0	0	37500	42000	43250	46250	47300	51550	51900	56250	58200	59650	61500	64200	64450	54150	
Lower Decile	0	0	0	0	0	34200	38400	41900	39650	41800	45750	46800	51000	53150	52800	54500	57350	56600	47650	
Mean	0	0	0	0	0	42700	46750	47550	50450	52950	58200	60600	66500	68500	70000	71700	75700	76100	65700	
Supporting Data																				
Total Number	2	1	5	15	12	22	24	21	31	156	159	213	249	243	165	150	147	263	1878	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	6	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35750	37550	39300	41100	42950	44800	46600	48450	50200	53650	58350	62200	65200	67250	68450	69100	69250	69000	60700	2.2
Upper Quartile	33450	35000	36600	38200	39800	41450	43050	44600	46150	49150	53150	56400	58900	60550	61600	62100	62200	61950	52650	2.2
Median	31700	33050	34400	35750	37050	38400	39700	41000	42250	44600	47800	50400	52400	53800	54700	55200	55400	55400	43800	2.2
Lower Quartile	30250	31300	32400	33450	34550	35600	36600	37600	38550	40400	42800	44800	46350	47500	48250	48750	49000	49150	37000	2.2
Lower Decile	28600	29500	30400	31250	32150	32950	33800	34550	35300	36750	38600	40150	41300	42200	42800	43150	43400	43600	32750	2.2
Mean	32050	33400	34700	36050	37400	38750	40050	41350	42600	44950	48150	50800	52850	54250	55200	55750	56000	56050	45550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	37300	38800	40750	42800	45150	47350	49300	50050	54450	58350	60850	64900	65850	66450	69650	69800	70250	60700	
Upper Quartile	33700	34650	36050	38500	39950	41650	43350	44600	45900	50000	52550	55750	58700	59900	60250	63350	62600	62300	52650	
Median	32000	32600	34150	35600	37450	38900	39700	41000	42250	44850	47750	50400	51400	52950	54000	57500	55400	55350	43800	
Lower Quartile	30350	30850	32450	33650	34600	35950	36300	37500	39150	40750	42650	44300	45250	47500	48150	50100	49700	48800	37000	
Lower Decile	28550	29250	30450	31400	32200	33800	33400	34100	35450	36900	38650	40100	40100	41600	43750	44450	44000	43000	32750	
Mean	32400	32950	34400	36000	37600	39100	40150	41300	42700	45400	48050	50400	52150	53600	54450	57150	56500	56100	45550	
Supporting Data																				
Total Number	256	361	309	304	311	345	304	279	278	776	534	469	386	328	291	279	289	458	6557	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	1	1		3	1	0	0	0	2	0	0	0	0	0	9	

1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44400	46300	48250	50300	52350	54450	56550	60850	67150	73100	78350	82700	86000	88300	89700	90850	78950	3.8
Upper Quartile	0	0	40000	41900	43800	45750	47650	49600	51450	55200	60400	65000	68900	71900	74150	75650	76550	77300	67700	3.8
Median	0	0	36700	38350	40000	41600	43250	44850	46450	49500	53700	57350	60300	62650	64300	65400	66100	66650	57100	3.8
Lower Quartile	0	0	34050	35450	36850	38250	39650	41000	42300	44800	48150	51050	53400	55250	56550	57500	58050	58550	47950	3.6
Lower Decile	0	0	32000	33250	34450	35600	36750	37900	39000	41050	43800	46150	48000	49450	50500	51250	51700	52100	40350	3.6
Mean	0	0	37600	39200	40850	42500	44100	45750	47350	50500	54900	58850	62200	64850	66900	68300	69200	70000	59100	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48950	46450	46350	49400	50300	51950	55450	60500	66650	76200	81250	85400	86600	87400	84200	87100	78950	
Upper Quartile	0	0	43050	41600	42900	45700	45000	48450	49900	55550	59650	67500	69650	74700	74550	74950	73500	74550	67700	
Median	0	0	38950	37650	39400	41450	41300	44500	45950	49600	53650	57850	61300	65650	63550	64350	63550	65850	57100	
Lower Quartile	0	0	35700	35150	36700	38100	38400	40000	41150	44850	48400	51600	54250	57100	55250	56900	57050	58100	47950	
Lower Decile	0	0	33100	33500	34400	35750	35300	37450	37800	40900	44100	46300	49700	50200	49650	50250	51350	51750	40350	
Mean	0	0	40000	39150	40200	42400	42150	44650	46350	50400	54500	60350	63400	67300	66200	67650	66750	68550	59100	
Supporting Data																				
Total Number	13	31	85	81	77	104	113	105	103	332	342	422	425	410	399	311	238	374	3965	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	3	0	5	1	6	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65750	74250	81600	87600	92250	95650	98000	99500	100850	92050	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	61500	68600	74400	78900	82150	84350	85800	86650	87300	80550	3.8
Median	0	0	0	0	0	0	0	0	0	56600	62350	66900	70250	72600	74150	75150	75750	76200	70800	3.8
Lower Quartile	0	0	0	0	0	0	0	0	0	51000	55900	59850	62850	65050	66550	67550	68150	68650	62100	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	47050	51200	54450	56800	58500	59650	60350	60800	61150	55000	3.6
Mean	0	0	0	0	0	0	0	0	0	56650	62900	68050	72100	75100	77200	78600	79450	80200	73000	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	67750	71950	83250	88400	89450	97300	96200	102200	101100	92050	
Upper Quartile	0	0	0	0	0	0	0	0	0	63200	66400	75250	78600	83250	85200	86250	84700	86250	80550	
Median	0	0	0	0	0	0	0	0	0	58250	60300	68550	68500	74100	75100	75650	74550	75100	70800	
Lower Quartile	0	0	0	0	0	0	0	0	0	53300	54600	59700	61550	67800	67250	67300	67450	67450	62100	
Lower Decile	0	0	0	0	0	0	0	0	0	47450	51950	54150	55200	60550	58600	60600	60850	61450	55000	
Mean	0	0	0	0	0	0	0	0	0	58350	61100	69250	70850	76500	77000	79250	78400	79850	73000	
Supporting Data																				
Total Number	1	2	3	1	2	5	2	5	3	43	111	178	202	196	166	123	83	146	1272	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	3	0	5	1	6	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43600	45350	47150	48900	50600	52300	54000	57200	61550	65150	67950	70000	71350	72150	72550	72650	66750	2.2
Upper Quartile	0	0	39600	41250	42900	44550	46200	47800	49400	52400	56500	59800	62350	64100	65200	65800	66000	65850	59800	2.2
Median	0	0	36600	38050	39500	40950	42400	43800	45150	47800	51350	54250	56550	58150	59250	59850	60150	60250	51950	2.2
Lower Quartile	0	0	34100	35350	36550	37800	39000	40150	41300	43500	46400	48750	50600	51950	52800	53350	53600	53750	44500	2.2
Lower Decile	0	0	32050	33100	34150	35200	36200	37200	38150	40000	42400	44400	45950	47100	47900	48400	48650	48900	38700	2.2
Mean	0	0	37350	38800	40200	41650	43050	44400	45750	48300	51750	54600	56800	58400	59450	60100	60400	60550	52600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48800	46500	46050	48800	50400	51500	54700	58700	60600	63400	67000	70650	70600	73300	72750	73200	56750	
Upper Quartile	0	0	42050	41650	42650	45200	45100	48000	49550	54000	55500	58750	61700	64750	64100	66000	65450	67250	59800	
Median	0	0	38750	37750	39300	41200	41200	44150	45700	48700	50950	53650	56150	58650	58100	60100	59500	61400	51950	
Lower Quartile	0	0	35550	35200	36650	38100	38400	39800	41000	44300	46250	48250	51200	51650	51950	52400	54650	54400	44500	
Lower Decile	0	0	33050	33500	34400	35950	35300	37350	37700	40350	42250	43600	47450	46850	46850	47500	50100	49200	38700	
Mean	0	0	39700	39200	39900	41950	42100	44350	45850	49200	51300	53900	56650	58850	58550	60050	60500	61300	52600	
Supporting Data																				
Total Number	12	29	82	80	75	99	111	100	100	289	231	244	223	214	233	188	155	228	2693	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	60450	62850	65200	67550	72100	78400	83900	88350	91750	94100	95650	96550	97250	89350	2.2
Upper Quartile	0	0	0	0	0	56100	58100	60100	62100	65800	70800	74900	78000	80150	81450	82150	82400	82200	76000	2.2
Median	0	0	0	0	0	51400	52750	54050	55300	57700	60900	63650	65850	67600	68850	69750	70400	71100	65050	2.2
Lower Quartile	0	0	0	0	0	44750	45900	47000	48100	50200	53050	55500	57550	59200	60500	61450	62150	63000	55900	2.2
Lower Decile	0	0	0	0	0	39300	40400	41400	42450	44400	47150	49550	51550	53200	54500	55500	56200	57200	49350	2.2
Mean	0	0	0	0	0	51100	52650	54200	55700	58550	62450	65800	68500	70600	72150	73200	73900	74700	67850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59450	63750	65200	0	71000	82500	85000	87700	89600	86600	108050	96350	95600	89350	
Upper Quartile	0	0	0	0	0	56650	61350	59000	0	62850	73800	77350	75400	81400	78200	86700	82500	81100	76000	
Median	0	0	0	0	0	54500	53000	53400	0	56650	59000	64000	64350	69300	69550	70900	71600	69250	65050	
Lower Quartile	0	0	0	0	0	51500	41000	50750	0	49150	48100	53000	58700	61200	62650	61900	64950	59800	55900	
Lower Decile	0	0	0	0	0	47600	32400	46100	0	44000	43250	48000	52000	53950	57150	56050	58300	54500	49350	
Mean	0	0	0	0	0	54450	50500	54700	0	57150	62100	66200	67850	70550	71150	76950	74850	72750	67850	
Supporting Data																				
Total Number	7	10	15	14	7	14	12	17	7	40	35	40	63	75	77	81	82	105	701	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

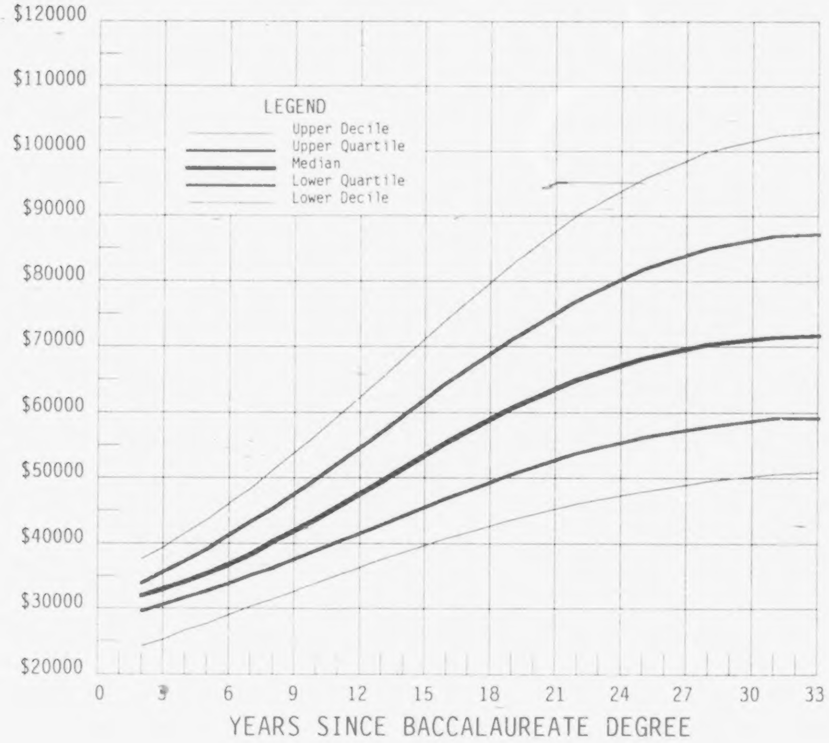
1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	96200	97550	98300	100650	104000	107900	116800	104900	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	82800	86050	88900	91300	93300	94900	97350	89450	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	75500	78050	79950	81350	82300	82950	83600	79750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	66000	67800	69550	71100	72500	73750	75750	69950	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	63100	64600	65650	66350	66750	66950	67050	64050	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	77050	78950	80800	82650	84400	85950	88650	82100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	106250	97500	93250	94000	119700	103350	115000	104900	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	84050	86250	89400	85600	102350	89150	98100	89450	
Median	0	0	0	0	0	0	0	0	0	0	0	79000	74000	82900	78650	85400	81000	83750	79750	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	70350	63500	70700	70800	74500	72500	75500	69950	
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	66000	61000	68050	65850	66800	66600	67200	64050	
Mean	0	0	0	0	0	0	0	0	0	0	0	80700	76350	81150	79750	90050	82750	88650	82100	
Supporting Data																				
Total Number	0	1	1	1	1	0	1	2	0	6	8	15	25	31	34	37	26	34	223	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	58100	60650	63000	65200	69000	73450	76550	78550	79750	80450	80800	81000	81050	75500	5.0
Upper Quartile	0	0	0	0	0	55500	56600	57650	58700	60700	63400	65700	67650	69250	70500	71450	72200	73150	67900	2.2
Median	0	0	0	0	0	49950	50900	51800	52700	54400	56750	58750	60450	61900	63050	63950	64600	65600	59800	2.2
Lower Quartile	0	0	0	0	0	44350	45150	45900	46700	48200	50300	52200	53900	55400	56700	57800	58650	60000	52900	2.2
Lower Decile	0	0	0	0	0	39550	40400	41250	42050	43650	45850	47850	49550	51000	52200	53150	53900	54950	47550	2.2
Mean	0	0	0	0	0	50550	51550	52550	53500	55350	57850	60050	61950	63500	64750	65750	66500	67600	61200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59450	62550	61000	0	71200	75050	70000	75200	75450	75150	83000	92000	81100	75500	
Upper Quartile	0	0	0	0	0	56650	60350	55450	0	61650	63000	63000	67600	69700	70250	70400	75000	72150	67900	
Median	0	0	0	0	0	54500	48500	52700	0	55000	53500	55500	61150	63100	64200	64000	68000	63100	59800	
Lower Quartile	0	0	0	0	0	51500	37500	50450	0	48500	46050	50200	55250	55550	59150	58000	61600	57350	52900	
Lower Decile	0	0	0	0	0	47600	32200	45500	0	43550	42050	46500	50500	52100	53450	53300	57150	52300	47550	
Mean	0	0	0	0	0	54450	48750	52950	0	56050	56750	57500	62300	63100	64400	66000	71150	65200	61200	
Supporting Data																				
Total Number	7	9	14	13	6	14	11	15	7	34	27	25	38	44	43	44	56	71	478	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

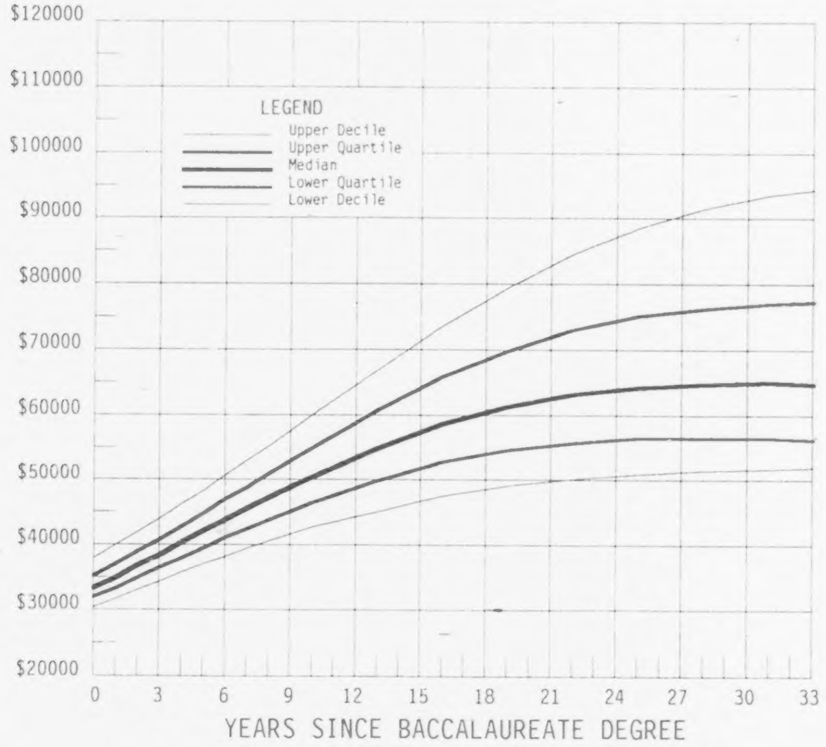
SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	37600	39600	41650	43850	46150	48600	51150	56600	65250	74200	82650	90050	95850	99900	102400	104350	79750	3.8
Upper Quartile	0	0	34000	3 700	37450	39300	41250	43350	45450	50000	57200	64450	71300	77200	81750	84950	86900	88400	61950	3.8
Median	0	0	31900	3 950	34150	35450	36900	38500	40150	43750	49550	55400	60700	65100	68250	70350	71500	72250	47500	4.2
Lower Quartile	0	0	29650	30600	31650	32750	33900	35100	36350	38950	42950	46950	50650	53800	56250	58000	59100	60000	36200	3.6
Lower Decile	0	0	24250	25450	26650	27850	29100	30300	31550	34000	37500	40800	43700	46150	48100	49650	50700	51950	31250	2.8
Mean	0	0	31750	33100	34500	36050	37650	39350	41150	44850	50800	56750	62350	67100	70800	73350	74950	76150	51700	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	35800	47000	40700	45050	45050	43100	49100	57400	71800	67600	88400	91250	92500	94750	108750	92850	79750	
Upper Quartile	0	0	34000	37000	38000	40600	39900	39750	45100	48900	64350	61750	72000	79000	80000	92500	88750	75000	61950	
Median	0	0	32500	34650	34650	33800	36200	35500	38750	43800	55500	55500	61150	67000	64000	85000	65000	62500	47500	
Lower Quartile	0	0	30000	31000	32000	32500	33900	32250	36150	40450	40600	50250	53000	55600	55000	60000	53750	57000	36200	
Lower Decile	0	0	20400	30000	30200	31300	32150	24600	28600	32600	36850	45650	42800	51500	50000	44300	50450	50900	31250	
Mean	0	0	31050	35200	35300	36650	37800	35500	38900	44400	54350	57450	63450	68950	69500	77600	72150	67600	51700	
Supporting Data																				
Total Number	7	6	12	10	12	13	23	13	13	33	31	21	36	15	20	12	13	13	303	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	2	
Less Than $22000	0	0	2	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	4	

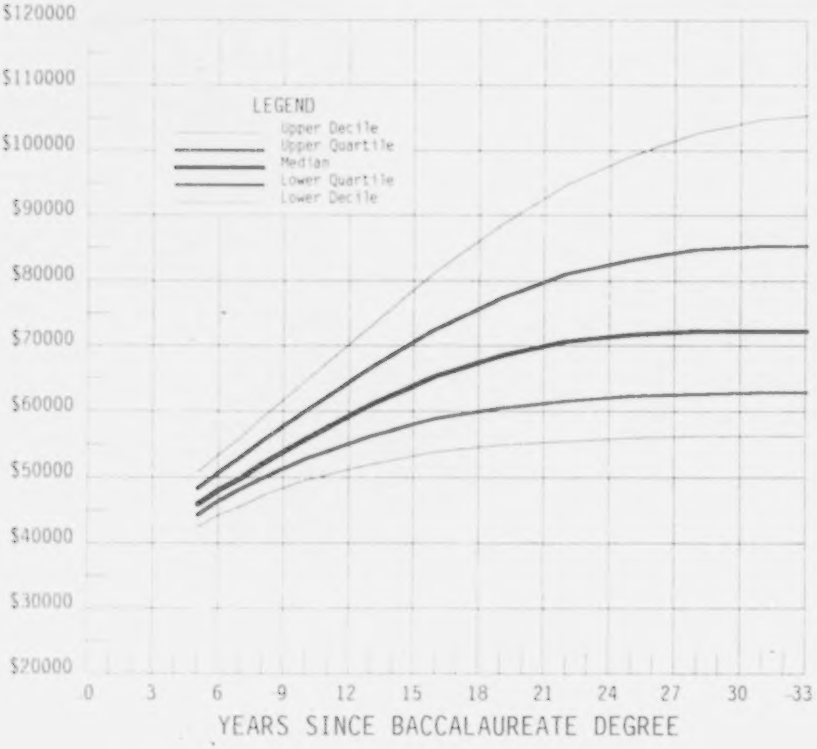
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	39900	41950	44050	46200	48400	50700	53000	55300	60000	66950	73550	79450	84500	88500	91500	93650	96350	73650	2.2
Upper Quartile	35100	36950	38850	40800	42800	44800	46850	48900	50950	54950	60700	65750	69850	72950	75100	76400	77150	77500	62650	2.2
Median	33400	35050	36750	38500	40250	42000	43750	45500	47200	50500	54950	58650	61400	63300	64350	64850	64950	64500	53200	2.2
Lower Quartile	31950	33450	34950	36450	37950	39450	40950	42400	43800	46450	49950	52700	54650	55850	56450	56600	56500	55900	45100	2.2
Lower Decile	30500	31850	33200	34500	35750	37000	38200	39350	40500	42550	45200	47350	49000	50200	51000	51550	51850	52050	37350	4.0
Mean	34200	35800	37450	39150	40850	42550	44250	46000	47700	51050	55750	59900	63300	66000	67950	69250	70050	70800	55400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	39700	42500	43900	46500	48750	51600	54200	56050	60000	67100	72750	78800	82150	87300	91550	98550	99500	73650	
Upper Quartile	35450	35750	38450	40550	42750	44800	47450	50300	51800	55200	60850	65650	68500	70900	74500	77750	79750	79450	62650	
Median	34600	34550	36300	37550	39850	41950	43750	46150	48300	50850	54950	58650	60750	62300	63850	65700	65500	65500	53200	
Lower Quartile	33400	33100	34750	35100	37400	39000	41200	42450	45100	47200	49750	52300	54250	55250	56000	56900	57150	56650	45100	
Lower Decile	32150	32100	33500	33100	34750	36450	37250	38900	41450	43300	45250	47750	49100	49800	50750	51450	51800	50900	37350	
Mean	34600	35450	37500	38750	40450	42350	44350	46400	48600	51350	55800	59850	62800	64400	67600	69500	72050	71850	55400	
Supporting Data																				
Total Number	320	283	380	392	475	545	485	518	712	1935	1515	1578	1630	1002	815	507	405	604	14101	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	3	7	16	9	17	22	80	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	1	3	5	3	3	1	0	19	

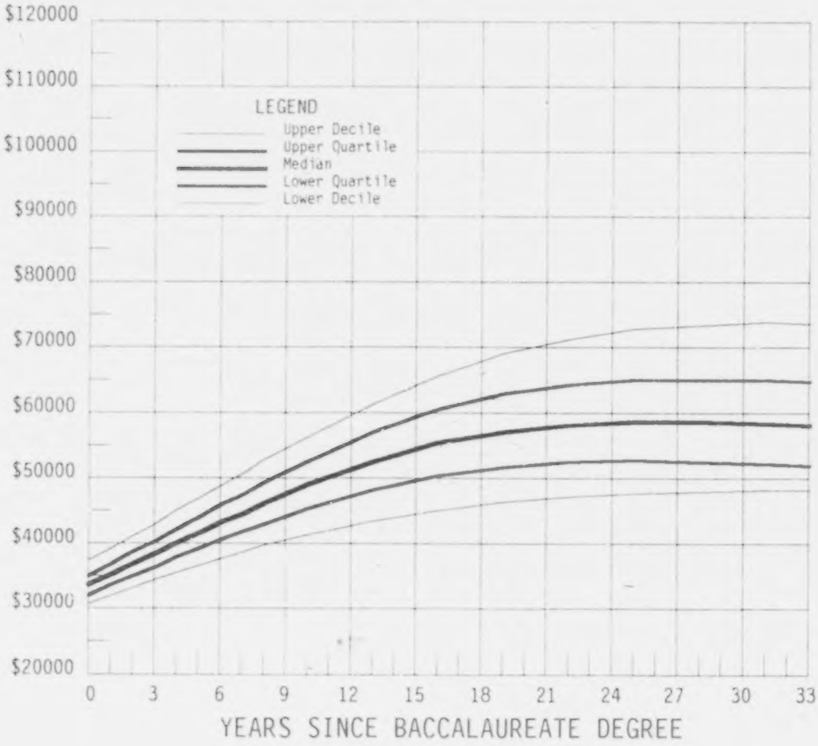
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	50650	53350	56100	58900	64600	73200	81400	88650	94700	99300	102600	104750	106950	87650	2.2
Upper Quartile	0	0	0	0	0	48300	50600	53000	55350	60050	66700	72600	77400	80950	83300	84700	85350	85500	74700	2.2
Median	0	0	0	0	0	45950	47950	49950	51950	55800	61000	65300	68500	70650	71850	72350	72400	71750	64600	2.2
Lower Quartile	0	0	0	0	0	44400	46300	48150	49850	52800	56350	58850	60550	61650	62350	62750	62950	63100	57050	4.2
Lower Decile	0	0	0	0	0	42450	44150	45700	47100	49500	52100	53850	54950	55600	56000	56200	56300	56350	51700	4.8
Mean	0	0	0	0	0	46050	48150	50250	52350	56450	62200	67200	71150	74050	75950	77000	77500	77500	68300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55650	58750	58500	63400	67050	74550	79150	85850	89350	96100	102250	113150	116500	87650	
Upper Quartile	0	0	0	0	0	52250	53450	55650	58150	61400	67500	71550	75850	77800	80850	84400	89650	90500	74700	
Median	0	0	0	0	0	49100	49350	51950	54300	56850	61500	64950	66950	58350	71100	72800	73250	75100	64600	
Lower Quartile	0	0	0	0	0	46300	46250	47450	50050	52750	56450	58750	60250	61600	62000	64750	62600	62950	57050	
Lower Decile	0	0	0	0	0	44450	44300	44750	47050	49300	51950	54200	54900	56350	55300	57150	56600	55200	51700	
Mean	0	0	0	0	0	50350	50700	51700	54500	57650	62800	66350	69550	71650	75100	77400	80100	80650	68300	
Supporting Data																				
Total Number	2	4	8	15	21	46	65	84	142	462	478	663	756	493	440	262	241	329	4511	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	3	7	16	8	17	22	79	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37450	39250	41150	43050	45000	46950	48900	50800	52700	56400	61450	65700	68950	71250	72700	73450	73750	73600	62850	2.2
Upper Quartile	34950	36750	38550	40350	42150	44000	45800	47600	49350	52650	57050	60500	62950	64400	65100	65200	65000	64050	55700	2.2
Median	33500	35100	36700	38350	39950	41550	43150	44650	46150	48950	52600	55350	57200	58250	58650	58600	58300	57350	48950	2.2
Lower Quartile	32050	33500	34900	36350	37750	39150	40500	41800	43050	45350	48250	50400	51800	52500	52700	52550	52200	51350	41500	2.2
Lower Decile	30750	32000	33200	34400	35550	36650	37700	38700	39650	41350	43500	45150	46400	47250	47750	48100	48250	48400	35550	4.4
Mean	34100	35600	37150	38700	40250	41800	43350	44800	46250	49000	52600	55450	57550	58850	59600	59850	59850	59400	49350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	39100	41600	43250	45250	46950	49800	52300	52650	56400	61900	65150	67300	69550	70650	78250	74050	77100	62850	
Upper Quartile	35450	35700	38150	40250	42350	43800	46350	49100	49950	52700	57200	59950	62100	63300	64200	66150	65450	66600	55700	
Median	34600	34500	36200	37350	39700	41600	43150	45350	47450	49500	52450	54750	56450	57100	58250	59050	58550	59450	48950	
Lower Quartile	33400	33050	34750	35000	37250	38700	40700	41850	44550	46050	48250	49900	51150	51400	52250	53300	52450	52850	41500	
Lower Decile	32150	32050	33500	33050	34650	36300	36850	38350	40550	42050	43750	46000	46550	45400	48000	47850	48100	46600	35550	
Mean	34600	35300	37200	38150	39950	41650	43350	45400	47100	49400	52600	55150	56950	57400	58800	61100	60200	61300	49350	
Supporting Data																				
Total Number	318	279	372	377	454	499	420	434	570	1473	1037	915	874	509	375	245	164	275	9590	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	1	3	5	3	3	1	0	19	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36850	38900	41000	43150	45400	47650	50000	52400	54800	59600	66700	73300	79000	83650	87100	89500	91050	92550	71900	2.2
Upper Quartile	34750	36600	38500	40450	42450	44500	46500	48600	50600	54650	60350	65300	69250	72200	74150	75250	75800	75900	61550	2.2
Median	33250	34950	36650	38350	40100	41850	43600	45300	47000	50250	54700	58300	61000	62800	63800	64250	64300	63800	52250	2.2
Lower Quartile	31900	33400	34900	36400	37900	39350	40850	42250	43650	46300	49700	52400	54300	55500	56050	56200	56100	55500	44100	2.2
Lower Decile	30500	31800	33100	34400	35650	36900	38050	39200	40300	42300	44950	47050	48700	49850	50650	51200	51500	51700	36600	4.0
Mean	33750	35400	37050	38750	40450	42200	43900	45650	47350	50750	55450	59550	62850	65400	67200	68300	68950	69450	54300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	37800	40850	42900	45550	48300	51350	53850	55800	59850	66600	72100	77900	81600	84800	89400	96900	96600	71900	
Upper Quartile	35350	35550	37900	39950	42400	44450	47300	49900	51700	55000	60100	65200	67950	70350	73300	76450	77550	78200	61550	
Median	34550	34400	36100	37250	39700	41850	43650	45900	48300	50750	54350	58150	60400	61800	63350	65200	64550	64950	52250	
Lower Quartile	33350	33000	34650	34950	37250	38900	41250	42300	45100	47100	49350	51950	53950	54750	55600	56650	56400	56500	44100	
Lower Decile	32100	32050	33350	32950	34600	36350	37200	38900	41350	43050	44950	47400	48850	49300	50250	51000	51700	50700	36600	
Mean	34400	34800	36950	37950	40050	42050	44250	46150	48550	51150	55200	59350	62250	64000	66700	68500	70900	70700	54300	
Supporting Data																				
Total Number	308	265	356	363	429	508	446	469	653	1743	1252	1268	1339	789	642	407	340	511	12088	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	2	6	11	6	13	16	58	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	0	3	3	2	2	1	0	14	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	50250	52900	55650	58450	64100	72550	80450	87350	92950	97150	99950	101700	103200	85150	2.2
Upper Quartile	0	0	0	0	0	48050	50400	52800	55150	59850	66450	72150	76700	79900	81850	82900	83200	82800	73250	2.2
Median	0	0	0	0	0	46750	48950	51100	53100	56800	61300	64650	67050	68650	69700	70350	70700	70950	63750	4.0
Lower Quartile	0	0	0	0	0	44400	46350	48100	49800	52700	56050	58400	60000	61000	61650	62000	62150	62300	56550	4.4
Lower Decile	0	0	0	0	0	42350	44000	45550	46950	49250	51850	53550	54600	55250	55600	55800	55900	55950	51200	4.8
Mean	0	0	0	0	0	46350	48650	50850	53000	57050	62350	66600	69850	72200	73850	74950	75600	76250	67150	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	54400	58500	58300	64050	66500	73050	78[illegible]00	84300	88700	93600	97900	111050	112500	85150	
Upper Quartile	0	0	0	0	0	51600	53000	55500	58350	61300	67100	70750	74950	77150	79300	82450	88850	86900	73250	
Median	0	0	0	0	0	48600	49200	51400	54300	56800	61050	64400	66350	67600	69250	71400	71900	73050	63750	
Lower Quartile	0	0	0	0	0	46000	46150	47100	50050	52750	56000	58350	60050	60950	60850	64100	61850	62100	56550	
Lower Decile	0	0	0	0	0	44300	44200	44600	46950	49300	51150	53800	54850	56000	54850	56950	56150	54750	51200	
Mean	0	0	0	0	0	49100	50450	51300	54600	57400	62100	65600	68800	71100	73300	75850	79000	78500	67150	
Supporting Data																				
Total Number	2	4	6	10	17	41	60	78	129	418	395	558	629	400	364	215	197	285	3808	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	2	6	11	5	13	16	57	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36500	38400	40300	42300	44250	46250	48250	50250	52200	55950	61050	65250	68350	70400	71500	71950	71950	71250	61650	2.2
Upper Quartile	34850	36600	38350	40150	41950	43750	45550	47300	49050	52300	56600	60000	62400	63850	64500	64600	64400	63450	54550	2.2
Median	33550	35100	36700	38300	39850	41450	43000	44500	45950	48700	52200	54850	56650	57650	58000	57950	57650	56750	48100	2.2
Lower Quartile	32150	33550	34950	36350	37700	39050	40400	41650	42900	45150	48000	50050	51400	52100	52300	52150	51800	50950	40650	2.2
Lower Decile	30950	32100	33250	34400	35450	36500	37500	38450	39400	41050	43100	44700	45900	46750	47250	47550	47750	47850	35200	4.4
Mean	33800	35300	36850	38400	39950	41500	43000	44500	45950	48650	52250	55050	57050	58350	59000	59200	59100	58600	48400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	37250	40600	42400	44300	46700	49600	52050	52550	56000	61000	64000	67050	68000	69800	75300	72950	75800	61650	
Upper Quartile	35350	35500	37800	39750	42050	43650	46200	48750	49950	52500	56400	59100	61600	62600	63800	65650	64800	66100	54550	
Median	34550	34400	36050	37100	39550	41500	43100	45050	47450	49400	51950	53900	55800	56350	57600	58600	57750	59200	48100	
Lower Quartile	33400	32950	34650	34850	37150	38600	40750	41700	44550	45900	47950	49400	50750	50850	51600	53000	52400	52450	40650	
Lower Decile	32100	32050	33350	32900	34500	36200	36850	38350	40400	41800	43400	45300	45900	44700	47250	47050	48450	46600	35200	
Mean	34350	34600	36700	37650	39600	41450	43300	45100	47050	49200	52000	54450	56500	56650	58050	60300	59800	60850	48400	
Supporting Data																				
Total Number	306	261	350	353	412	467	386	391	524	1325	857	710	710	389	278	192	143	226	8280	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	0	3	3	2	2	1	0	14	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	54400	55150	55950	56900	58000	59150	60400	63250	68200	73950	80350	87250	94300	101050	107050	116400	80800	2.6
Upper Quartile	0	0	48800	49700	50650	51650	52700	53800	54950	57450	61500	65850	70450	75050	79500	83550	86950	92000	67900	2.6
Median	0	0	41300	42700	44100	45500	46900	48300	49700	52400	56200	59600	62600	65050	67100	68650	69800	71400	58400	2.2
Lower Quartile	0	0	37650	39150	40600	42000	43350	44650	45950	48300	51350	53800	55700	57050	58000	58650	59000	59250	50800	4.0
Lower Decile	0	0	34700	36100	37450	38800	40050	41250	42350	44400	46950	48900	50350	51400	52050	52500	52750	52900	44500	4.0
Mean	0	0	43700	44900	46050	47250	48450	49700	50950	53450	57250	61000	64650	68050	71100	73700	75800	78750	61500	2.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	57200	64200	55100	54950	53200	57050	58050	62350	70200	74350	83050	84800	89400	100850	113750	116250	80800	
Upper Quartile	0	0	53000	56750	48100	49250	49700	52500	53600	56450	63200	67150	71350	719[illegible]	77850	85550	88100	92000	67900	
Median	0	0	44000	44400	42350	44650	45100	48950	48400	51900	57550	60550	61950	64250	65550	67650	74000	72000	58400	
Lower Quartile	0	0	39200	42000	39100	40700	40750	45250	45100	48000	52300	54450	55800	56950	56700	57800	62750	57350	50800	
Lower Decile	0	0	36400	37900	35800	38650	37800	40100	42250	44900	47400	49300	50300	51000	52100	52500	52400	52300	44500	
Mean	0	0	46150	49300	44400	46400	45500	48900	49250	53150	58650	61600	65100	65950	70350	73750	78800	78450	61500	
Supporting Data																				
Total Number	12	17	24	29	46	37	38	47	59	189	249	295	277	193	152	88	58	88	1898	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	1	1	5	3	4	6	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	1	0	0	5	

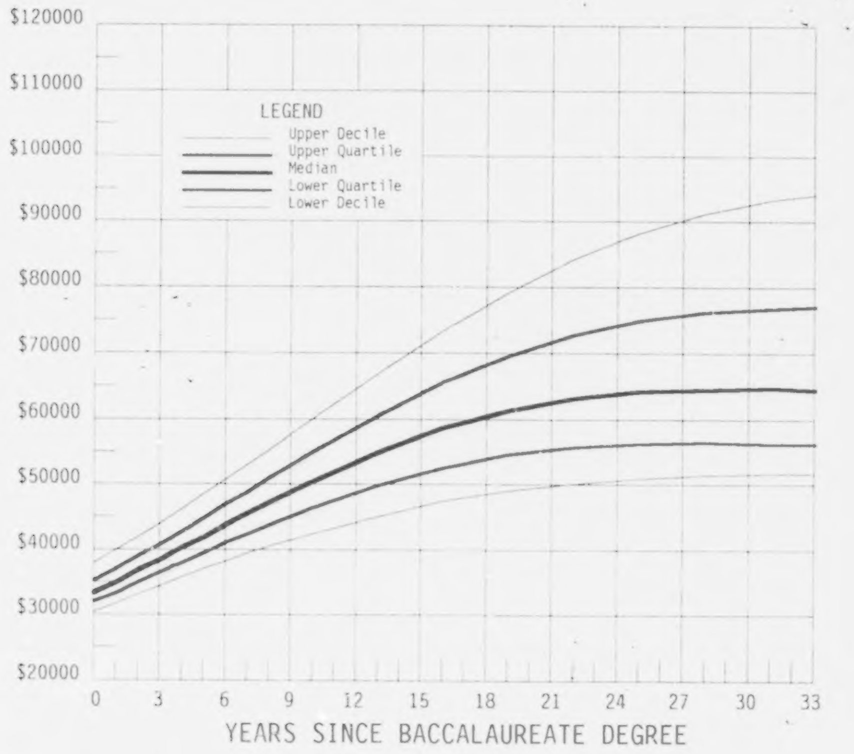
1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	63100	68650	77300	86100	94800	103050	110550	117100	122550	131150	96600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	57200	61650	68250	74500	80250	85200	89300	92550	95000	98400	80600	2.2
Median	0	0	0	0	0	0	0	0	53200	56850	62100	66900	71200	74750	77650	79900	81500	83650	70050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	49750	52750	56900	60550	63650	66100	67950	69350	70250	71350	60550	2.2
Lower Decile	0	0	0	0	0	0	0	0	47050	49450	52750	55550	57850	59600	60950	61900	62500	63200	54400	2.2
Mean	0	0	0	0	0	0	0	0	54350	58300	64050	69450	74300	78500	82000	84750	86800	89650	74100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	58700	77400	78950	83350	95500	92100	117500	118500	124150	140000	96600	
Upper Quartile	0	0	0	0	0	0	0	0	56750	63000	70000	75050	80700	79900	88400	89450	94400	108950	80600	
Median	0	0	0	0	0	0	0	0	54500	56900	63250	68300	70850	71050	77700	78000	79500	91250	70050	
Lower Quartile	0	0	0	0	0	0	0	0	50750	52850	58450	61450	61600	65000	70150	68600	66250	76500	60550	
Lower Decile	0	0	0	0	0	0	0	0	47450	49150	55400	56350	55100	60200	62000	58600	60900	68250	54400	
Mean	0	0	0	0	0	0	0	0	53500	59850	66250	69600	73250	74250	83750	84000	85650	95950	74100	
Supporting Data																				
Total Number	0	0	2	5	4	5	5	6	13	43	78	100	126	85	65	43	41	42	663	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	1	1	5	3	4	6	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46500	48200	49900	51600	53250	54900	56550	59650	64000	67700	70800	73200	74950	76200	77050	77950	67100	2.2
Upper Quartile	0	0	42850	44500	46150	47750	49350	50900	52400	55250	59000	62000	64250	65750	66700	67100	67250	67050	60800	2.2
Median	0	0	39150	40950	42700	44350	45900	47400	48800	51300	54350	56650	58300	59450	60200	60700	60950	61150	54300	4.0
Lower Quartile	0	0	37050	38600	40050	41450	42800	44050	45200	47200	49650	51450	52700	53550	54050	54400	54550	54700	47950	4.2
Lower Decile	0	0	34700	36050	37350	38600	39700	40750	41750	43400	45400	46800	47750	48350	48700	48900	49000	49050	41900	4.8
Mean	0	0	40150	41650	43150	44600	46050	47450	48800	51300	54650	57250	59200	60450	61200	61500	61550	61300	54750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	55800	56800	54200	51200	52000	55700	57400	59500	64700	67150	67550	71400	71650	88750	81500	82000	67100	
Upper Quartile	0	0	52500	50000	46700	47000	48300	51250	50300	54750	59600	62700	63050	65600	65100	67300	69500	69500	60800	
Median	0	0	43000	43400	41750	43550	44200	48050	47250	50450	55100	58000	58150	59350	59200	59800	63350	60000	54300	
Lower Quartile	0	0	38900	41600	38900	40250	40100	44750	44600	47300	50100	51650	53400	53600	53750	54600	49250	53850	47950	
Lower Decile	0	0	36200	37400	35600	38450	37300	38300	41800	44250	45750	48200	48300	48100	50600	51250	31700	46600	41900	
Mean	0	0	45350	45400	43500	44150	44250	47800	48050	51200	55200	57500	58300	59450	60300	63950	62300	62500	54750	
Supporting Data																				
Total Number	12	17	22	24	42	32	33	41	46	146	171	195	151	108	87	45	17	46	1235	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	1	0	0	5	

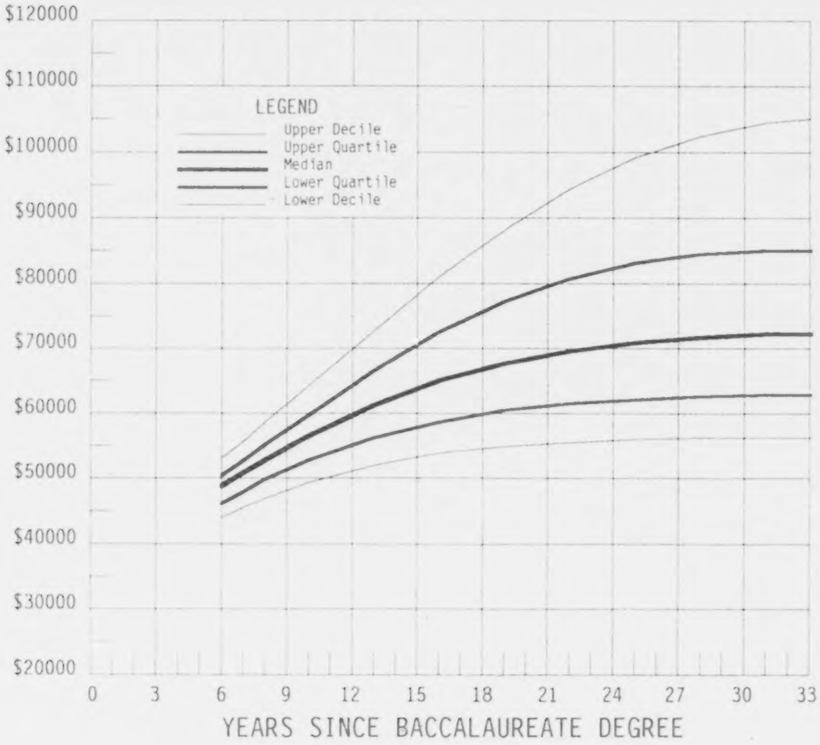
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	39950	42000	44100	46250	48450	50700	53000	55300	59950	66900	73450	79300	84250	88250	91250	93350	96000	73500	2.2
Upper Quartile	35150	36950	38850	40800	42800	44800	46850	48900	50900	54950	60650	65650	69700	72800	74900	76150	76850	77200	62600	2.2
Median	33400	35050	36800	38500	40250	42000	43750	45500	47200	50500	54950	58600	61350	63150	64200	64650	64700	64200	53200	2.2
Lower Quartile	31950	33450	34950	36450	38000	39500	40950	42400	43800	46450	49950	52650	54600	55750	56350	56500	56350	55750	45100	2.2
Lower Decile	30500	31850	33150	34450	35750	37000	38200	39350	40450	42500	45200	47350	48950	50150	51000	51500	51800	52050	37350	4.0
Mean	34250	35850	37500	39150	40850	42550	44300	46000	47700	51000	55700	59800	63200	65850	67750	69050	69800	70550	55350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	39750	42600	43950	46550	48750	51550	54250	56000	59950	67000	72650	78750	81900	86900	91600	98250	99000	73500	
Upper Quartile	35450	35750	38500	40600	42750	44800	47500	50350	51800	55100	60750	65550	68550	70750	74200	77650	78750	79250	62600	
Median	34650	34550	36250	37600	39900	42000	43800	46200	48300	50800	54950	58600	60750	62200	63600	65600	65100	65200	53200	
Lower Quartile	33500	33100	34750	35100	37400	39000	41250	42500	45050	47200	49750	52250	54300	55150	55850	56900	56850	56550	45100	
Lower Decile	32150	32100	33550	33050	34700	36450	37250	38950	41350	43250	45200	47700	49200	49750	50700	51350	51650	50900	37350	
Mean	34650	35500	37550	38800	40500	42350	44350	46450	48550	51300	55750	59750	62800	64250	67400	69450	71450	71650	55350	
Supporting Data																				
Total Number	315	281	373	387	469	535	481	506	704	1910	1497	1570	1618	993	810	505	392	598	13944	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	3	6	16	9	15	22	77	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	1	3	5	3	3	1	0	19	

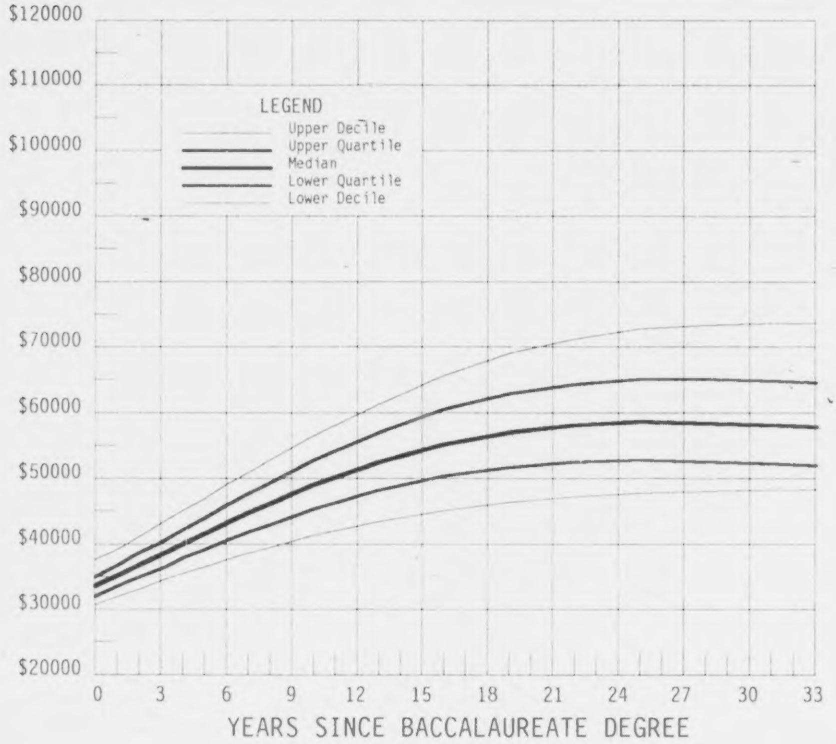
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53050	55750	58550	64300	72850	81050	88350	94450	99100	102450	104600	106850	87350	2.2
Upper Quartile	0	0	0	0	0	0	50450	52800	55150	59850	66550	72450	77250	80800	83150	84500	85150	85200	74550	2.2
Median	0	0	0	0	0	0	48700	50850	52900	56650	61450	65100	67750	69600	70850	71650	72150	72550	64600	3.6
Lower Quartile	0	0	0	0	0	0	46250	48050	49750	52750	56250	58750	60450	61550	62250	62650	62900	63050	57050	4.2
Lower Decile	0	0	0	0	0	0	44000	45550	46950	49350	52000	53750	54900	55550	55950	56200	56300	56350	51750	4.6
Mean	0	0	0	0	0	0	47900	50000	52100	56250	62000	67050	71000	73900	75800	76850	77350	77300	68200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58300	58550	63700	67100	73950	78850	85750	89300	95950	102600	111850	116400	87350	
Upper Quartile	0	0	0	0	0	0	53000	55750	58200	61400	67400	71500	75850	77500	80650	84550	89050	90100	74550	
Median	0	0	0	0	0	0	49250	51850	54400	56750	61400	64900	66950	68250	70750	72700	72850	74850	64600	
Lower Quartile	0	0	0	0	0	0	46200	47300	50450	52700	56350	58750	60250	61550	61800	64700	62400	62750	57050	
Lower Decile	0	0	0	0	0	0	44300	44700	47250	49200	51800	54200	54900	56300	55250	57100	56400	55100	51750	
Mean	0	0	0	0	0	0	50400	51650	54700	57600	62650	66250	69550	71450	74950	77400	79550	80450	68200	
Supporting Data																				
Total Number	1	4	7	15	21	42	64	82	136	448	467	657	751	486	433	259	229	323	4425	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	3	6	16	8	15	22	76	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37500	39300	41200	43100	45050	47000	48950	50850	52750	56450	61450	65700	68950	71250	72700	73450	73700	73550	62850	2.2
Upper Quartile	35000	36750	38550	40400	42200	44050	45850	47650	49400	52700	57050	60500	62900	64350	65000	65100	64850	63900	55750	2.2
Median	33550	35150	36750	38350	39950	41550	43150	44700	46200	48950	52550	55300	57150	58200	58600	58500	58200	57300	49000	2.2
Lower Quartile	32100	33500	34950	36350	37750	39150	40500	41800	43050	45400	48300	50400	51800	52500	52700	52550	52200	51300	41550	2.2
Lower Decile	30750	32000	33200	34400	35500	36600	37650	38650	39600	41300	43500	45150	46400	47250	47800	48100	48300	48400	35550	4.4
Mean	34100	35650	37150	38750	40300	41800	43350	44800	46250	49000	52600	55450	57500	58850	59550	59800	59800	59300	49400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35950	39100	41700	43300	45300	47000	49900	52350	52650	56400	61950	65150	67300	69450	70750	78200	73800	77100	62850	
Upper Quartile	35450	35700	38200	40300	42400	43850	46400	49150	49950	52700	57250	59950	62100	63150	64100	66150	65300	66450	55750	
Median	34600	34550	36200	37400	39700	41600	43200	45400	47450	49500	52450	54700	56450	57050	58100	59150	58450	59350	49000	
Lower Quartile	33500	33100	34700	35000	37250	38700	40800	41900	44500	46100	48250	49850	51200	51400	52200	53200	52400	52900	41550	
Lower Decile	32150	32100	33500	32950	34550	36300	36900	38450	40400	42000	43750	45900	46700	45350	47900	47700	48100	46750	35550	
Mean	34600	35300	37200	38150	39950	41650	43400	45450	47100	49400	52600	55100	56950	57350	58750	61050	60100	61250	49400	
Supporting Data																				
Total Number	314	277	366	372	448	493	417	424	568	1462	1030	913	867	507	377	246	163	275	9519	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	1	3	5	3	3	1	0	19	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36900	38950	41000	43200	45400	47700	50000	52400	54750	59600	66650	73150	78800	83300	86700	89050	90550	92000	71750	2.2
Upper Quartile	34800	36650	38550	40500	42500	44500	46550	48600	50600	54650	60250	65150	69050	71950	73800	74900	75400	75400	61500	2.2
Median	33300	34950	36650	38350	40100	41850	43600	45300	47000	50250	54650	58200	60900	62650	63650	64050	64050	63550	52250	2.2
Lower Quartile	31900	33400	34900	36400	37900	39350	40800	42250	43650	46250	49700	52350	54250	55400	55950	56100	55950	55300	44150	2.2
Lower Decile	30500	31800	33100	34400	35650	36900	38050	39200	40300	42300	44900	47000	48600	49800	50600	51100	51400	51600	36600	4.0
Mean	33800	35400	37050	38750	40450	42200	43900	45650	47350	50700	55350	59400	62700	65200	66950	68050	68650	69100	54250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	37850	40900	42950	45600	48300	51400	53900	55750	59750	66500	71950	77850	81150	84300	89450	96300	95900	71750	
Upper Quartile	35400	35550	37900	40000	42450	44450	47350	49950	51700	54950	60000	65050	67900	70100	72850	76250	76550	77950	61500	
Median	34600	34450	36050	37250	39700	41850	43700	45900	48300	50700	54300	58050	60400	61650	63100	65050	64150	64700	52250	
Lower Quartile	33450	33050	34650	34900	37250	38850	41250	42300	45050	47100	49350	51850	53900	54700	55450	56650	56100	56350	44150	
Lower Decile	32100	32100	33400	32900	34550	36400	37250	38950	41250	43000	44900	47350	48850	49200	50150	50800	51550	50700	36600	
Mean	34450	34850	36950	37950	40050	42100	44250	46200	48500	51100	55100	59200	62250	63750	66400	68400	70300	70450	54250	
Supporting Data																				
Total Number	303	262	349	358	423	500	442	457	644	1720	1236	1261	1328	781	638	405	329	504	11940	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	2	5	11	6	11	16	55	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	0	3	3	2	2	1	0	14	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	50200	52850	55600	58350	64000	72350	80200	87050	92600	96700	99500	101200	102700	84750	2.2
Upper Quartile	0	0	0	0	0	48100	50450	52800	55150	59800	66350	72050	76500	79600	81550	82550	82850	82400	73050	2.2
Median	0	0	0	0	0	46750	48950	51100	53100	56700	61200	64500	66850	68450	69500	70150	70500	70750	63700	4.0
Lower Quartile	0	0	0	0	0	44450	46350	48150	49800	52700	56050	58350	59900	60900	61500	61850	62050	62150	56550	4.4
Lower Decile	0	0	0	0	0	42350	44050	45550	46950	49250	51800	53450	54500	55150	55500	55700	55800	55850	51250	4.8
Mean	0	0	0	0	0	46350	48600	50850	52950	57000	62250	66450	69650	72000	73600	74700	75350	75950	67050	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	54650	58500	58350	64300	66500	72550	77750	84200	88500	93450	98150	108950	112150	84750	
Upper Quartile	0	0	0	0	0	51850	53000	55550	58450	61250	67000	70650	74900	76650	79100	82500	88150	86500	73050	
Median	0	0	0	0	0	48900	49200	51250	54400	56700	60900	64250	66300	67450	68900	71300	71650	72800	63700	
Lower Quartile	0	0	0	0	0	46250	46150	47000	50400	52700	55850	58300	60000	60900	60700	64000	61650	61950	56550	
Lower Decile	0	0	0	0	0	44550	44200	44550	47250	49200	51050	53750	54800	55900	54750	56900	55950	54650	51250	
Mean	0	0	0	0	0	49450	50450	51250	54800	57350	61900	65400	68700	70850	73100	75850	78350	78300	67050	
Supporting Data																				
Total Number	1	4	5	10	17	38	60	76	123	405	386	553	624	394	357	212	187	278	3730	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	2	5	11	5	11	16	54	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38400	40350	42300	44300	46300	48300	50250	52200	56000	61050	65250	68350	70350	71500	71900	71900	71200	61650	2.2
Upper Quartile	34850	36600	38400	40200	42000	43800	45600	47350	49050	52300	56600	60000	62350	63750	64400	64450	64200	63300	54550	2.2
Median	33550	35150	36700	38300	39900	41450	43000	44500	45950	48700	52150	54800	56600	57600	57950	57900	57600	56700	48150	2.2
Lower Quartile	32150	33550	34950	36350	37750	39100	40400	41700	42900	45150	48000	50050	51400	52050	52250	52100	51800	50950	40700	2.2
Lower Decile	30900	32050	33200	34300	35400	36450	37500	38500	39400	41150	43350	44950	46050	46700	46950	47000	46900	46450	35200	2.2
Mean	33800	35350	36900	38450	40000	41500	43050	44500	45950	48700	52250	55050	57000	58300	58900	59100	59050	58500	48450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	37300	40600	42450	44350	46750	49650	52150	52550	55950	61050	63950	67050	67950	70000	75250	72550	75800	61650	
Upper Quartile	35400	35500	37800	39800	42100	43700	46250	48850	49950	52500	56450	59050	61600	62450	63650	65600	64600	65900	54550	
Median	34600	34400	36000	37150	39550	41500	43150	45100	47450	49400	51950	53800	55800	56300	57400	58800	57650	59100	48150	
Lower Quartile	33450	33000	34650	34850	37100	38600	40850	41700	44500	45950	47950	49300	50800	50800	51600	52850	52350	52500	40700	
Lower Decile	32100	32050	33350	32800	34450	36250	36850	38450	40250	41800	43400	45200	46000	44650	47150	46750	48400	46750	35200	
Mean	34350	34650	36700	37650	39600	41500	43300	45200	47000	49200	52050	54350	56500	56550	57950	60250	59700	60800	48450	
Supporting Data																				
Total Number	302	258	344	348	406	462	382	381	521	1315	850	708	704	387	281	193	142	226	8210	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	1	1	0	0	0	1	0	0	3	3	2	2	1	0	14	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	54400	55100	55950	56900	57950	59100	60350	63200	68150	73900	80350	87250	94350	101150	107200	116650	80700	2.6
Upper Quartile	0	0	48700	49600	50550	51600	52650	53800	54950	57450	61500	65900	70500	75100	79500	83500	86900	91900	67850	2.6
Median	0	0	41200	42650	44100	45550	46950	48350	49750	52450	56250	59650	62600	65050	67000	58500	69600	70750	58450	3.0
Lower Quartile	0	0	37650	39150	40600	42000	43400	44700	46000	48350	51400	53850	55750	57150	58100	58700	59000	59300	50800	4.0
Lower Decile	0	0	34700	36100	37450	38750	40000	41200	42350	44400	46950	48950	50400	51450	52150	52550	52800	52950	44500	4.2
Mean	0	0	43800	44900	46050	47200	48400	49600	50850	53350	57200	61050	64750	68150	71200	73750	75750	78300	61500	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	57200	64200	55100	55250	52600	57050	58000	62450	69950	74350	83100	84850	89400	100850	115000	115950	80700	
Upper Quartile	0	0	53000	56750	48100	48950	49700	52500	53500	56400	63150	67200	71600	72000	77850	85550	87500	91750	67850	
Median	0	0	44000	44400	42350	44650	45100	48950	48400	51900	57500	60700	62150	64200	65250	67650	73000	71700	58450	
Lower Quartile	0	0	39200	42000	39100	40900	40750	45250	45150	48000	52200	54700	56000	56900	56700	57800	62500	57500	50800	
Lower Decile	0	0	36400	37900	35800	36650	37800	40100	42300	44850	47350	49300	50700	50950	52100	52500	51800	52350	44500	
Mean	0	0	46150	49300	44400	46450	45050	48900	49250	53150	58550	61700	65300	65950	70300	73750	78500	78300	61500	
Supporting Data																				
Total Number	12	18	24	29	46	35	38	47	60	187	247	294	276	192	152	88	56	89	1890	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	1	1	5	3	4	6	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	1	0	0	5	

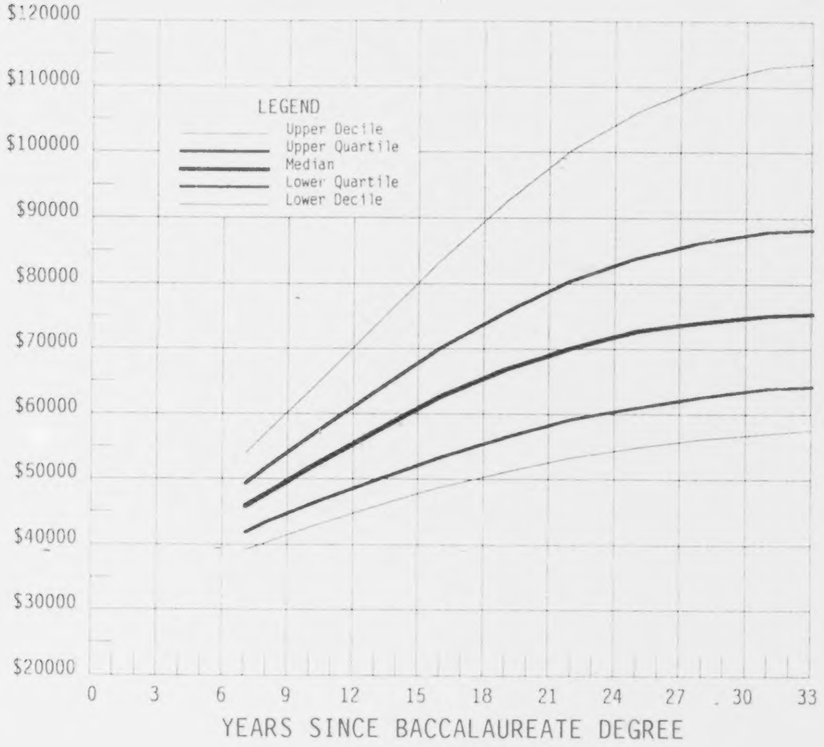
1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	63150	68700	77300	86150	94850	103100	110700	117350	122900	131700	96800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	57300	61700	68250	74550	80250	85200	89350	92650	95150	98600	80600	2.2
Median	0	0	0	0	0	0	0	0	53200	56900	62200	67050	71300	74850	77650	79750	81250	83200	70100	2.2
Lower Quartile	0	0	0	0	0	0	0	0	49750	52800	57000	60700	63750	66100	67900	69150	69950	70850	60700	2.2
Lower Decile	0	0	0	0	0	0	0	0	46950	49600	53100	55950	58050	59500	60300	60700	60800	60600	54550	2.2
Mean	0	0	0	0	0	0	0	0	54400	58350	64150	69600	74450	78600	82000	84700	86650	89350	74200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	58700	77600	78950	83400	95500	92150	117500	118500	126250	139150	96800	
Upper Quartile	0	0	0	0	0	0	0	0	56750	63350	69800	75100	80700	80000	88400	89450	95400	108050	80600	
Median	0	0	0	0	0	0	0	0	54500	56800	63250	68450	71150	71200	77700	78000	78500	90600	70100	
Lower Quartile	0	0	0	0	0	0	0	0	50750	52700	58500	61650	61900	65000	69800	68600	65750	75650	60700	
Lower Decile	0	0	0	0	0	0	0	0	47450	49100	55300	56700	55500	60150	61500	58600	60700	62600	54550	
Mean	0	0	0	0	0	0	0	0	53500	59900	66200	69800	73550	74350	83650	84000	85550	95150	74200	
Supporting Data																				
Total Number	0	0	2	5	4	4	4	6	13	42	76	99	126	84	65	43	39	43	655	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	1	1	5	3	4	6	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46600	48300	50000	51650	53350	55000	56600	59700	64000	67700	70750	73200	74950	76250	77100	78050	67100	2.2
Upper Quartile	0	0	43000	44600	46250	47850	49450	51000	52500	55300	59050	62050	64250	65800	66700	67150	67300	67100	60850	2.2
Median	0	0	39250	41050	42750	44400	46000	47450	48850	51350	54450	56700	58350	59500	60250	60700	61000	61200	54300	4.0
Lower Quartile	0	0	37100	38650	40100	41500	42850	44050	45200	47250	49650	51450	52700	53550	54100	54400	54600	54700	47950	4.2
Lower Decile	0	0	34700	36050	37350	38550	39700	40750	41750	43400	45400	46800	47750	48350	48750	48950	49050	49100	41900	4.8
Mean	0	0	40200	41700	43200	44650	46100	47500	48850	51350	54650	57300	59200	60450	61200	61500	61600	61300	54750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	55800	56800	54200	51350	52150	55700	57300	59550	64700	67200	67550	71400	71650	88750	81500	82000	67100	
Upper Quartile	0	0	52500	50000	46700	47200	48900	51250	50150	54750	59600	62800	63100	65600	65100	67300	69500	69500	60850	
Median	0	0	43000	43400	41750	43800	44450	48050	47350	50500	55100	58100	58300	59350	59200	59800	63350	60000	54300	
Lower Quartile	0	0	38900	41600	38900	40450	40250	44750	44650	47300	50100	51700	53500	53600	53750	54600	49250	53850	47950	
Lower Decile	0	0	36200	37400	35600	38450	37400	38300	41850	44200	45750	48200	48500	48100	50600	51250	31700	46600	41900	
Mean	0	0	45350	45400	43500	44300	44450	47800	48050	51250	55200	57550	58400	59450	60300	63950	62300	62500	54750	
Supporting Data																				
Total Number	12	18	22	24	42	31	34	41	47	145	171	195	150	108	87	45	17	46	1235	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	1	0	0	5	

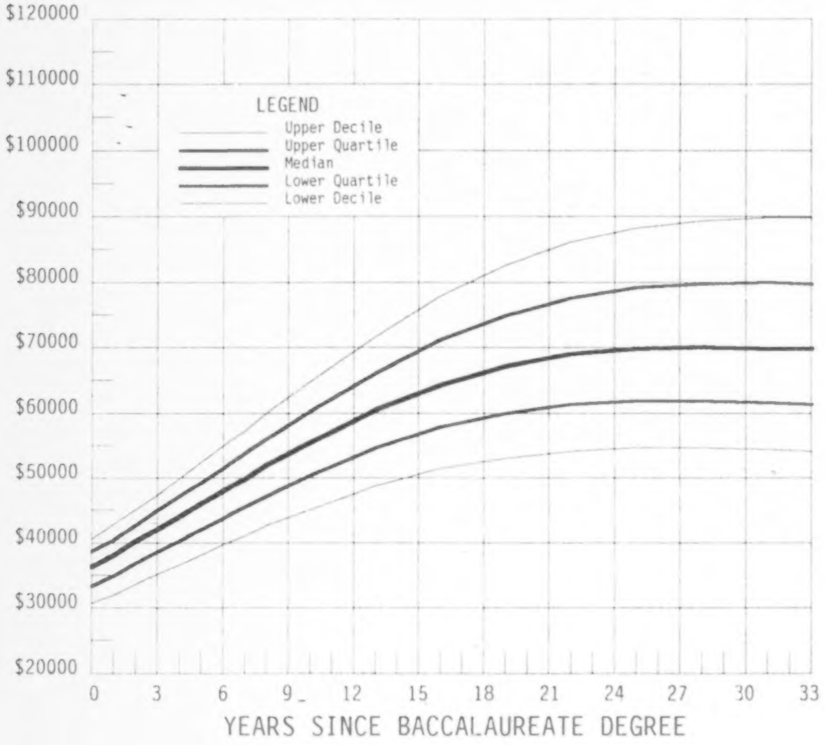
SALARY CURVES FOR ENGINEERS IN GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	54000	57150	63600	73600	83500	92550	100200	106100	110300	112950	115500	83500	2.2
Upper Quartile	0	0	0	0	0	0	0	49300	51700	56450	63450	70050	75800	80450	83950	86350	87900	89400	66350	2.2
Median	0	0	0	0	0	0	0	45800	47750	51750	57450	62600	66900	70250	72700	74250	75200	75900	52600	2.2
Lower Quartile	0	0	0	0	0	0	0	42000	43350	46050	49900	53450	56550	59100	61200	62800	64000	65600	41600	2.2
Lower Decile	0	0	0	0	0	0	0	39250	40400	42650	45800	48700	51200	53250	54900	56200	57150	58450	35350	2.2
Mean	0	0	0	0	0	0	0	46250	48350	52600	58900	64650	69650	73650	76650	78700	80000	81250	57050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	39350	0	0	50000	0	52400	57600	62950	78400	93500	82500	89500	93500	0	140000	112500	83500	
Upper Quartile	0	0	37600	0	0	45500	0	48500	50000	59000	65000	71500	66500	83100	79500	0	92500	92500	66350	
Median	0	0	36250	0	0	41000	0	44000	47750	54500	57350	63000	60650	70000	73000	0	82500	72000	52600	
Lower Quartile	0	0	33850	0	0	39100	0	41750	45500	48500	49500	53750	45750	65000	64500	0	66000	66000	41600	
Lower Decile	0	0	32750	0	0	38000	0	34400	44150	45350	45800	50450	42500	56400	57200	0	57600	60000	35350	
Mean	0	0	36000	0	0	42350	0	44150	48600	54400	59500	67750	60750	77200	74600	0	86750	78750	57050	
Supporting Data																				
Total Number	6	4	11	8	9	10	7	12	12	28	22	13	15	11	13	6	14	10	211	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

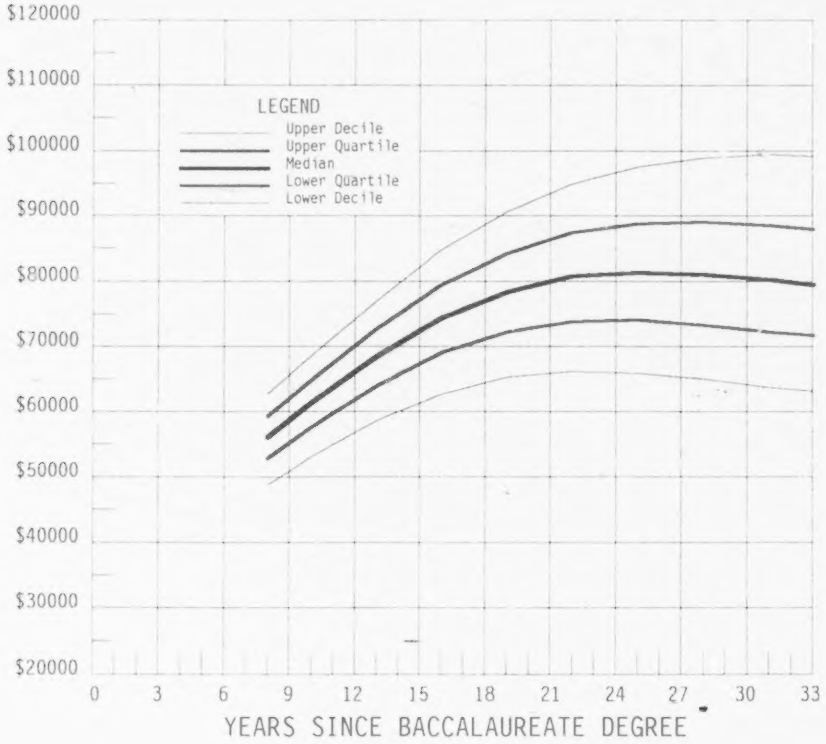
SALARY CURVES FOR ENGINEERS IN RESEARCH LABORATORIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40650	42850	45150	47550	49950	52450	54950	57450	59950	64900	71850	77850	82600	86050	88200	89400	89850	89600	79600	2.2
Upper Quartile	38600	40650	42800	44950	47150	49350	51600	53800	56050	60350	66250	71200	75000	77600	79150	79850	79950	79400	68600	2.2
Median	36350	38250	40150	42100	44050	46050	48000	49950	51900	55550	60450	64400	67250	69050	69950	70150	70000	69100	59100	2.2
Lower Quartile	33350	35050	36800	38550	40300	42100	43850	45550	47250	50450	54650	57900	60100	61350	61850	61850	61500	60400	50050	2.2
Lower Decile	30600	32100	33600	35150	36650	38150	39650	41100	42550	45200	48700	51350	53200	54250	54650	54650	54400	53550	42150	2.2
Mean	36150	38000	39900	41800	43750	45750	47700	49650	51600	55300	60350	64550	67700	69800	71050	71550	71650	71100	60300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42150	44800	47650	49850	52900	56950	58300	61350	66250	71400	75100	79450	83900	67750	91350	90350	91500	79600	
Upper Quartile	0	38500	42800	45200	47950	50400	53250	54600	57850	61650	65600	68150	71300	76250	79400	81200	80650	81150	68600	
Median	0	35400	40200	42100	44800	46950	49900	50650	53500	57050	60150	61950	63750	66700	69800	70500	70500	71450	59100	
Lower Quartile	0	33450	36600	38500	40300	42350	44700	45550	48100	51850	54700	56550	57800	60100	61350	61300	61650	62150	50050	
Lower Decile	0	31000	33900	34550	37000	38450	39650	40750	42400	46400	48600	50550	51750	53650	54900	55200	54250	54000	42150	
Mean	0	36150	39850	41700	44250	46350	48900	50000	52650	56650	60100	62500	64850	68150	71050	72350	72100	72650	60300	
Supporting Data																				
Total Number	192	302	621	737	1019	1093	1115	1091	1241	3470	2987	2351	1932	1850	1775	1621	1475	2640	27514	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	7	2	11	27	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

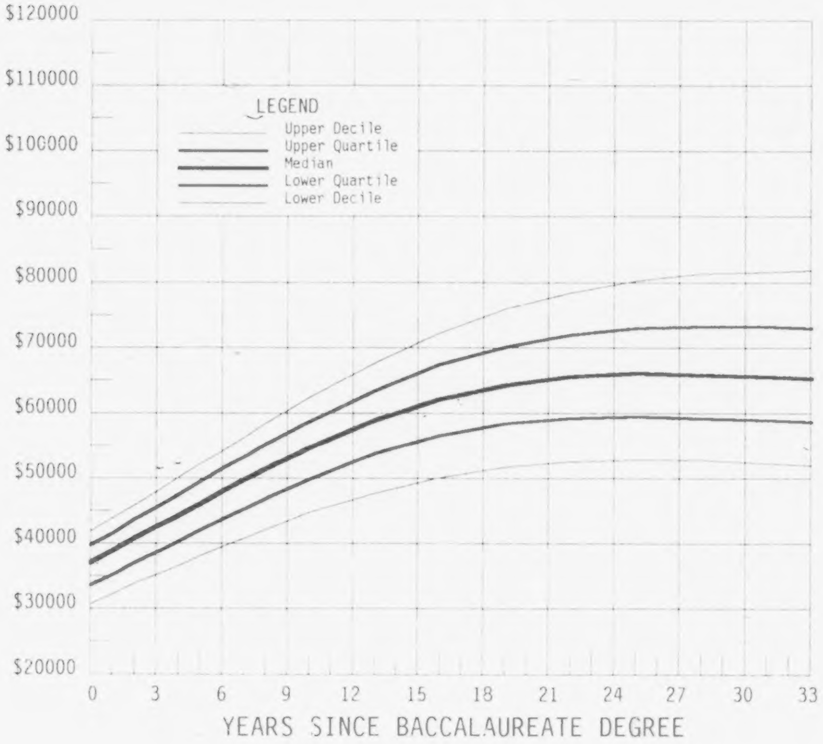
SALARY CURVES FOR ENGINEERS IN RESEARCH LABORATORIES
SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	62700	68650	77200	84750	90750	95050	97700	99000	99350	98600	92950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59150	64800	72700	79350	84300	87350	88800	89050	88550	86600	83450	2.2
Median	0	0	0	0	0	0	0	0	56050	61300	68550	74400	78450	80700	81400	81050	80150	77700	75300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	52850	57650	64100	69100	72350	73900	74100	73400	72300	69650	68300	2.2
Lower Decile	0	0	0	0	0	0	0	0	48850	53150	58700	62800	65250	66200	65950	65000	63750	61100	60900	2.2
Mean	0	0	0	0	0	0	0	0	55950	61100	68150	74050	78250	80800	81900	81950	81350	79400	76500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	70500	74250	79150	82450	86500	89700	95850	100600	99150	102200	92950	
Upper Quartile	0	0	0	0	0	0	0	0	65950	70750	74500	76900	80950	83650	86100	88400	88550	90400	83450	
Median	0	0	0	0	0	0	0	0	61950	67100	70300	71750	74950	77600	79500	80800	79900	80750	75300	
Lower Quartile	0	0	0	0	0	0	0	0	52600	62900	65700	67150	69050	71950	73050	73150	72050	71650	68300	
Lower Decile	0	0	0	0	0	0	0	0	46250	57250	60500	60650	63350	65200	64850	65200	63000	62550	60900	
Mean	0	0	0	0	0	0	0	0	60100	66350	69700	71400	74900	78300	80350	82300	80950	81950	76500	
Supporting Data																				
Total Number	1	0	0	3	8	9	24	34	74	375	497	513	473	587	638	570	507	849	5164	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	6	1	11	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN RESEARCH LABORATORIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41950	43950	46000	48050	50100	52200	54250	56300	58350	62300	67700	72300	75900	78500	80250	81250	81700	81850	71450	2.2
Upper Quartile	39800	41700	43650	45600	47550	49500	51450	53350	55200	58750	63500	67350	70150	71950	72950	73350	73350	72750	63500	2.2
Median	37050	38850	40700	42550	44400	46250	48050	49850	51550	54800	59050	62250	64400	65600	66050	66000	65650	64500	56500	2.2
Lower Quartile	33600	35300	37000	38700	40400	42100	43750	45400	47000	49950	53750	56550	58350	59300	59550	59300	58850	57600	48100	2.2
Lower Decile	30800	32250	33750	35200	36650	38100	39500	40900	42200	44700	47850	50200	51750	52550	52800	52700	52350	51450	41050	2.2
Mean	36800	38600	40350	42150	43950	45750	47500	49250	50950	54200	58450	61850	64250	65800	66600	66800	66700	66000	56550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42150	44800	47500	49850	52900	56550	58000	59950	63500	67100	69400	71950	76500	79800	83500	83250	83750	71450	
Upper Quartile	0	38500	42800	45150	47950	50400	53050	54500	57350	60200	63100	64650	66600	68850	71850	73450	74550	75950	63500	
Median	0	35400	40200	42100	44800	46950	49800	50550	53250	56250	58750	60100	61500	62800	64750	65050	66050	67900	56500	
Lower Quartile	0	33450	36600	38450	40300	42400	44650	45450	47900	51200	53650	55250	56350	57600	58650	58650	59250	59550	48100	
Lower Decile	0	31000	33900	34550	37000	38450	39500	40600	42200	45850	47700	49650	50700	51150	52500	52650	52300	52500	41050	
Mean	0	36150	39850	41650	44250	46300	48800	49850	52150	55500	58150	60050	61600	63450	65800	66950	67500	68250	56550	
Supporting Data																				
Total Number	191	302	621	734	1011	1083	1091	1057	1168	3094	2490	1838	1459	1263	1138	1051	967	1790	22350	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	3	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39550	41500	43500	45500	47600	49700	51800	53900	56050	60250	66200	71550	76050	79600	82250	84050	85150	86300	75250	2.2
Upper Quartile	36000	37800	39650	41500	43400	45350	47300	49200	51150	54950	60250	64850	68600	71400	73350	74600	75250	75650	63150	2.2
Median	34100	35600	37100	38650	40200	41800	43350	44900	46400	49350	53500	57050	59950	62200	63800	64850	65500	66100	51750	2.2
Lower Quartile	32200	33400	34650	35850	37050	38300	39500	40650	41800	44050	47100	49800	52000	53700	55050	55950	56600	57350	41800	2.2
Lower Decile	30450	31400	32350	33300	34200	35100	36050	36900	37750	39400	41700	43650	45300	46600	47650	48400	48950	49700	36100	2.2
Mean	34500	36000	37500	39050	40600	42150	43700	45250	46750	49750	53900	57550	60600	63000	64750	66000	66800	67650	54050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38450	41000	43950	45750	47800	49200	52350	53650	55650	61000	66400	69400	75150	80000	83250	85950	83400	86550	75250	
Upper Quartile	35400	36650	40150	41000	43650	45450	48000	49400	51450	56250	60500	62500	65900	71200	72900	74350	74150	76850	63150	
Median	33400	34900	37100	38550	40250	41850	43700	44950	46650	50650	53400	56800	58750	60650	61900	63450	65050	67500	51750	
Lower Quartile	32200	32850	34800	35300	37600	38600	39400	40400	41250	45200	46500	50100	51500	53800	52750	55650	56300	58050	41800	
Lower Decile	30300	30650	32400	32200	35150	35950	36000	37300	35600	40950	41550	43900	44300	45800	45000	48150	49500	50350	36100	
Mean	34200	35250	37750	38850	40950	42200	43950	45100	46300	50850	53750	56750	59500	62800	63650	66050	66250	68350	54050	
Supporting Data																				
Total Number	185	252	334	310	420	396	361	332	323	766	591	436	382	396	380	436	545	1269	8113	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	4	5	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0.	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	57400	60250	65950	74150	81450	87350	91650	94400	95850	96350	95950	91950	2.2
Upper Quartile	0	0	0	0	0	0	0	52350	54850	59800	66850	73000	77900	81400	83600	84650	85000	84500	80850	2.2
Median	0	0	0	0	0	0	0	48750	50900	55050	60900	65900	69750	72450	74100	74900	75100	74600	70400	2.2
Lower Quartile	0	0	0	0	0	0	0	44700	46350	49550	53950	57750	60700	62850	64250	65100	65500	65600	60200	2.2
Lower Decile	0	0	0	0	0	0	0	39250	40250	42250	45000	47400	49500	51200	52550	53600	54400	55400	49550	2.2
Mean	0	0	0	0	0	0	0	48900	50900	54900	60500	65400	69350	72250	74150	75300	75800	75950	71200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	65850	58350	69750	74150	78800	81800	92100	94850	95650	95350	96900	91950	
Upper Quartile	0	0	0	0	0	0	0	55350	51800	63050	69450	71100	73750	83350	82700	83000	82750	86100	80850	
Median	0	0	0	0	0	0	0	52300	48750	58500	63500	65600	65700	71800	72150	73350	73700	76250	70400	
Lower Quartile	0	0	0	0	0	0	0	47650	45850	51650	56650	56350	58400	62650	61900	64450	65250	66550	60200	
Lower Decile	0	0	0	0	0	0	0	45400	37800	47600	46100	43800	43850	53450	49200	56650	56100	55200	49550	
Mean	0	0	0	0	0	0	0	53500	50400	57700	62100	63600	65050	72850	73050	75150	74650	77000	71200	
Supporting Data																				
Total Number	1	0	0	2	7	4	10	20	19	65	65	83	72	100	119	132	185	399	1284	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	4	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39500	41400	43300	45250	47250	49200	51200	53200	55150	58900	64150	68650	72200	74800	76600	77650	78200	78450	68800	2.2
Upper Quartile	36000	37750	39600	41400	43250	45150	47000	48850	50650	54150	58900	62900	65900	67950	69200	69850	70000	69700	59100	2.2
Median	34000	35500	37000	38550	40100	41600	43100	44600	46100	48900	52700	55850	58300	60050	61200	61850	62150	62200	49050	2.2
Lower Quartile	32250	33450	34600	35800	37000	38200	39350	40450	41600	43700	46550	48950	50900	52400	53450	54150	54600	55050	40550	2.2
Lower Decile	30350	31300	32250	33200	34150	35050	35950	36850	37700	39350	41500	43350	44800	45950	46800	47400	47800	48250	35450	2.2
Mean	34500	35950	37450	38950	40450	41950	43450	44900	46350	49100	52900	56050	58550	60400	61650	62450	62900	63150	50800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38050	41000	43950	45600	47700	49100	52000	52900	55500	59750	63950	64050	72700	75950	75750	79200	75850	79450	68800	
Upper Quartile	35350	36650	40150	40950	43600	45400	47850	48850	51400	55500	59150	60550	63450	65950	66650	69500	69000	71650	59100	
Median	33400	34900	37100	38550	40200	41850	43600	44550	46400	50000	52400	55650	57200	58450	58600	59800	61200	64100	49050	
Lower Quartile	32200	32850	34800	35250	37550	38600	39250	40100	41050	44800	45950	49300	51050	52000	50750	52900	54250	56100	40550	
Lower Decile	30300	30650	32400	32200	35100	35900	35850	37100	35350	40700	41400	43900	44400	44650	44150	46550	48250	49100	35450	
Mean	34100	35250	37750	38750	40900	42150	43750	44600	46050	50250	52700	55100	58200	59350	59400	62100	61950	64400	50800	
Supporting Data																				
Total Number	184	252	334	308	412	391	350	313	304	701	526	353	310	296	261	304	360	870	6829	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44900	47350	49850	52400	54950	57550	60100	65200	72300	78350	83050	86300	88200	89050	89250	88450	77650	2.2
Upper Quartile	0	0	42850	45050	47300	49550	51850	54150	56400	60800	66800	71800	75450	77900	79200	79550	79600	78650	66950	2.2
Median	0	0	41000	42950	44900	46850	48850	50750	52650	56250	61050	64800	67500	69100	69850	69950	69700	68700	58200	2.2
Lower Quartile	0	0	39150	40900	42600	44300	46000	47650	49200	52200	56000	58900	60800	61900	62250	62150	61800	60800	50950	2.2
Lower Decile	0	0	36700	38250	39750	41250	42750	44150	45550	48050	51300	53650	55200	56000	56200	56050	55700	54750	45250	2.2
Mean	0	0	41050	43000	45000	46950	48900	50900	52800	56500	61450	65450	68450	70350	71400	71800	71750	71050	60150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45250	48000	49950	53400	57000	57800	61600	66950	71800	73550	78450	83750	87900	91500	90050	92650	77650	
Upper Quartile	0	0	43500	46000	48750	51350	54050	54900	58300	61950	65800	67100	71100	75800	78750	80400	81450	83200	66950	
Median	0	0	42200	43900	46650	48700	51200	51850	54600	57450	60000	60850	62950	66250	69200	69900	71550	73750	58200	
Lower Quartile	0	0	40850	41800	44450	45900	48050	48150	50400	53200	55200	56100	57200	59850	61350	61650	63150	64900	50950	
Lower Decile	0	0	38650	39200	41350	42850	44400	44500	46600	48850	50700	50900	51950	54000	56400	56700	57000	57250	45250	
Mean	0	0	42250	43750	46350	48450	50900	51450	54300	57650	60700	61650	64250	68000	71250	72600	73250	75050	60150	
Supporting Data																				
Total Number	7	50	288	426	587	670	685	665	784	2154	1701	1153	923	853	768	686	579	925	13904	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	1	4	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	62550	68950	78050	85800	91750	95750	98050	99100	99350	98800	90650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59250	65350	73700	80400	84950	87500	88350	88200	87500	85700	82000	2.2
Median	0	0	0	0	0	0	0	0	56400	62200	69900	75800	79500	81200	81400	80750	79650	77450	74350	2.2
Lower Quartile	0	0	0	0	0	0	0	0	54100	59400	66350	71350	74250	75300	75050	74050	72800	70400	68450	2.2
Lower Decile	0	0	0	0	0	0	0	0	50950	55900	62250	66650	69000	69600	69050	67850	66550	64100	63400	2.2
Mean	0	0	0	0	0	0	0	0	56700	62350	70050	76050	80050	82150	82750	82450	81700	79900	76350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	70500	74700	79400	81350	84050	89000	96500	103050	99250	104950	90650	
Upper Quartile	0	0	0	0	0	0	0	0	66700	71150	74700	75350	79500	83150	85450	88500	88250	91600	82000	
Median	0	0	0	0	0	0	0	0	63450	67950	70650	71100	74500	77500	78800	80300	80500	82700	74350	
Lower Quartile	0	0	0	0	0	0	0	0	61150	64900	66800	67250	69500	72250	72950	73050	74050	74800	68450	
Lower Decile	0	0	0	0	0	0	0	0	58650	61350	62250	62150	65050	67750	66600	67100	67750	67850	63400	
Mean	0	0	0	0	0	0	0	0	63700	68150	70650	71200	74600	78450	80600	83000	82500	84750	76350	
Supporting Data																				
Total Number	0	0	0	1	1	4	14	15	49	286	357	252	241	278	280	238	194	331	2541	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	1	4	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44800	46950	49200	51400	53600	55850	58000	62200	67900	72550	76050	78350	79600	80100	80100	79350	68700	2.2
Upper Quartile	0	0	42600	44700	46850	49000	51100	53200	55250	59100	64150	67950	70500	71800	72200	71950	71350	69700	61950	2.2
Median	0	0	40500	42500	44500	46500	48450	50400	52250	55700	60050	63150	65000	65700	65600	65000	64150	62300	55850	2.2
Lower Quartile	0	0	38700	40500	42250	44000	45700	47350	48950	51900	55500	58000	59400	59900	59750	59150	58400	56750	49500	2.2
Lower Decile	0	0	36250	37850	39450	41000	42500	43950	45350	47850	50950	53000	54150	54500	54250	53700	53000	51550	44400	2.2
Mean	0	0	40700	42600	44550	46450	48350	50200	52000	55350	59700	62950	65100	66200	66500	66300	65800	64400	56550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45250	47950	49950	53350	56550	57500	59900	63150	66050	67350	70950	74800	79200	82950	84350	84450	68700	
Upper Quartile	0	0	43500	46000	48700	51350	53850	54800	57650	59900	62350	63200	65050	67350	70750	72000	75250	77100	61950	
Median	0	0	42200	43900	46650	48700	51150	51800	54200	56450	58250	58950	60250	62200	64100	64600	66750	69100	55850	
Lower Quartile	0	0	40850	41800	44400	45900	48000	48050	50150	52450	54050	54650	55650	57300	58650	59200	60800	61450	49500	
Lower Decile	0	0	38650	39200	41350	42850	44350	44400	46350	48250	49900	50100	50650	51600	54550	55050	54550	54850	44400	
Mean	0	0	42250	43700	46300	48400	50750	51300	53650	56050	58100	59000	60600	63000	65900	67100	68600	69600	56550	
Supporting Data																				
Total Number	7	50	288	425	586	666	671	651	735	1868	1343	901	682	576	488	448	384	594	11363	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56750	59150	61500	66250	73000	79050	84150	88150	91100	93100	94350	95550	85550	2.2
Upper Quartile	0	0	0	0	0	0	53650	55750	57850	62000	67750	72800	76950	80100	82300	83750	84600	85250	76800	2.2
Median	0	0	0	0	0	0	51050	52900	54750	58300	63100	67200	70350	72700	74200	75050	75500	75600	67000	2.2
Lower Quartile	0	0	0	0	0	0	48700	50350	52000	55050	59100	62300	64600	66100	66900	67150	67150	66600	61200	2.2
Lower Decile	0	0	0	0	0	0	46000	47650	49200	52100	55850	58700	60550	61600	61950	61850	61500	60500	56950	2.2
Mean	0	0	0	0	0	0	51300	53250	55150	58800	63900	68200	71600	74100	75800	76750	77250	77500	69900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61550	63400	63950	67350	72800	79200	82650	84550	88800	94250	97900	98600	85550	
Upper Quartile	0	0	0	0	0	0	58850	61100	61450	63800	67350	71650	74000	78500	82000	84400	86450	87750	76800	
Median	0	0	0	0	0	0	55750	57750	58350	60700	63150	65800	66900	70500	74200	76300	77900	77550	67000	
Lower Quartile	0	0	0	0	0	0	51950	52950	55600	57400	59800	61200	62250	63550	66150	67050	68350	70150	61200	
Lower Decile	0	0	0	0	0	0	50400	50700	51600	54100	56550	57200	58600	60450	61100	61250	62350	63600	56950	
Mean	0	0	0	0	0	0	55450	57350	58150	60850	63950	67100	69050	71900	75200	77450	79300	80000	69900	
Supporting Data																				
Total Number	0	0	0	2	12	27	69	94	135	550	696	762	626	601	627	499	352	445	5497	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	2	1	2	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

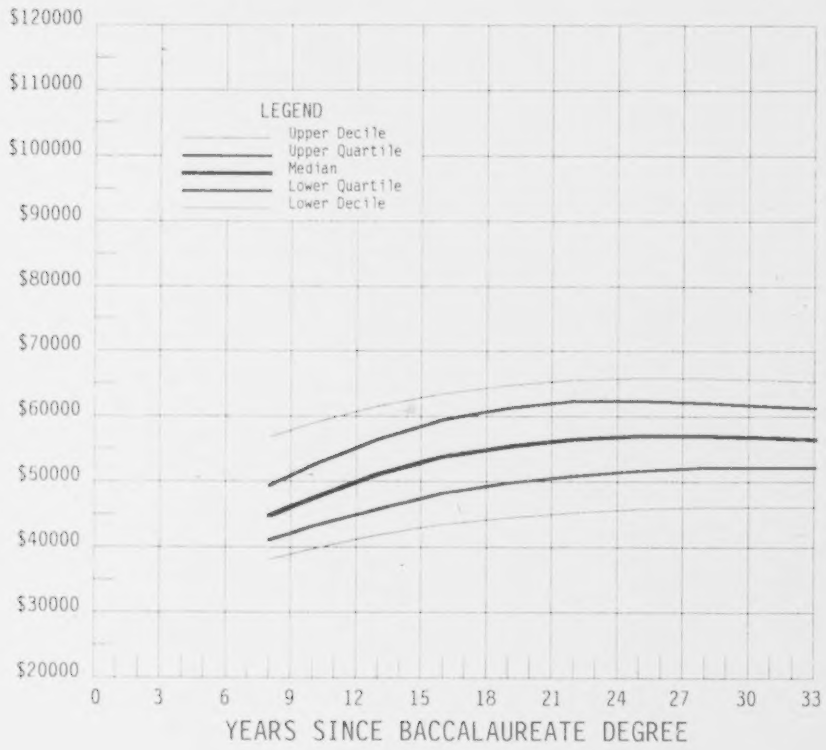
1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66350	75100	83050	89850	95150	99000	101600	103250	104800	96400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63550	71850	78950	84400	88100	90250	91250	91500	91050	86900	2.2
Median	0	0	0	0	0	0	0	0	0	60300	68050	74500	79300	82350	84000	84550	84450	83600	80200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	57500	64600	70350	74450	76900	78050	78300	78000	76950	74150	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	54400	61100	66500	70300	72500	73450	73550	73200	72050	69200	2.2
Mean	0	0	0	0	0	0	0	0	0	60800	68600	75200	80250	83650	85550	86450	86600	86150	82000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74900	79950	83800	89800	89800	95300	102550	106050	112150	96400	
Upper Quartile	0	0	0	0	0	0	0	0	0	71950	75750	79500	84450	84150	87300	90700	93950	97250	86900	
Median	0	0	0	0	0	0	0	0	0	68950	71900	75050	78550	79250	81900	83450	85200	90350	80200	
Lower Quartile	0	0	0	0	0	0	0	0	0	64650	67800	70650	72900	74350	76700	78650	79900	79400	74150	
Lower Decile	0	0	0	0	0	0	0	0	0	60500	64100	67000	68700	69900	72750	73750	74300	74650	69200	
Mean	0	0	0	0	0	0	0	0	0	68450	71800	75350	79800	80750	83700	86150	87700	90950	82000	
Supporting Data																				
Total Number	0	0	0	0	0	1	0	0	6	24	75	177	160	209	239	201	128	119	1339	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	1	0	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: RESEARCH LABORATORIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53600	56100	58500	63300	69900	75450	79650	82500	84100	84800	84850	84000	78500	2.2
Upper Quartile	0	0	0	0	0	0	50600	53000	55350	59900	66000	70900	74300	76300	77050	76950	76350	74600	70200	2.2
Median	0	0	0	0	0	0	48100	50350	52550	56800	62400	66650	69350	70650	70800	70250	69350	67150	64050	2.2
Lower Quartile	0	0	0	0	0	0	45950	48050	50100	54000	59000	62600	64700	65500	65300	64500	63450	61150	60000	2.2
Lower Decile	0	0	0	0	0	0	43850	45950	47950	51700	56250	59250	60800	61150	60700	59850	58900	57200	56200	2.2
Mean	0	0	0	0	0	0	48500	50750	52950	57150	62750	67100	70050	71600	72100	71800	71150	69300	66000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61550	63400	63600	66750	70450	72300	73550	78200	81950	85850	88900	91450	78500	
Upper Quartile	0	0	0	0	0	0	58850	61100	61150	63500	66250	67700	68600	71650	75500	77550	79900	81550	70200	
Median	0	0	0	0	0	0	55750	57750	58250	60500	62550	63850	64750	65900	68450	69600	72100	74800	64050	
Lower Quartile	0	0	0	0	0	0	51950	52950	55500	57250	59250	60200	61050	61900	63100	63450	65100	67650	60000	
Lower Decile	0	0	0	0	0	0	50400	50700	51700	54000	56400	56450	57650	59000	59600	59600	61050	61550	56200	
Mean	0	0	0	0	0	0	55450	57350	58000	60500	63000	64600	65350	67200	70000	71550	74500	76000	66000	
Supporting Data																				
Total Number	0	0	0	2	12	26	69	94	128	526	621	585	467	392	389	299	223	327	4158	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	56750	58950	61650	63600	64900	65600	65850	65800	65600	64950	63550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	49300	52450	56500	59500	61400	62300	62500	62200	61650	60250	58050	2.2
Median	0	0	0	0	0	0	0	0	44850	47600	51100	53750	55600	56650	57050	57050	56800	55950	50950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	41200	43250	46000	48200	49850	51000	51750	52150	52300	52300	42900	2.2
Lower Decile	0	0	0	0	0	0	0	0	38250	39800	41800	43350	44500	45300	45750	46050	46150	46100	38500	2.2
Mean	0	0	0	0	0	0	0	0	45800	48400	51750	54300	56000	56950	57350	57300	57050	56200	51100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	60000	0	57000	54400	62600	62000	70000	67450	66000	0	65200	63700	63550	
Upper Quartile	0	0	0	0	0	0	46250	0	50750	50500	58000	57350	63000	64650	61650	0	61000	60250	58050	
Median	0	0	0	0	0	0	43000	0	45900	45000	53500	51800	57350	59200	55500	0	55600	56350	50950	
Lower Quartile	0	0	0	0	0	0	40500	0	42100	41250	47000	46250	50000	56400	51750	0	52250	51300	42900	
Lower Decile	0	0	0	0	0	0	39000	0	38750	37200	42050	44000	47000	45200	48500	0	40550	48300	38500	
Mean	0	0	0	0	0	0	44750	0	46800	45650	53250	52300	59300	58900	56450	0	55750	56250	51100	
Supporting Data																				
Total Number	5	2	1	6	8	8	10	7	15	26	24	20	20	14	15	7	17	23	278	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1991 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING INDUSTRIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	56650	58750	61350	63350	64700	65550	66000	66100	66100	65750	63550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	49350	52450	56500	59500	61350	62250	62400	62050	61450	60000	58100	2.2
Median	0	0	0	0	0	0	0	0	45200	48000	51600	54250	56000	56850	57050	56800	56350	55150	51200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	41200	43350	46200	48450	50100	51250	51950	52250	52350	52200	43050	2.2
Lower Decile	0	0	0	0	0	0	0	0	38050	38950	41600	44550	47050	48800	49850	50400	50650	50750	38550	5.4
Mean	0	0	0	0	0	0	0	0	45800	48500	51950	54550	56300	57250	57600	57550	57250	56300	51100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	60000	0	55700	54700	61700	62400	68800	67600	66400	0	66400	64000	63550	
Upper Quartile	0	0	0	0	0	0	46250	0	50750	51250	56500	58000	62500	65000	62000	0	62000	59200	58100	
Median	0	0	0	0	0	0	43000	0	45500	46500	53250	51800	57350	59600	56000	0	56000	55000	51200	
Lower Quartile	0	0	0	0	0	0	40500	0	42100	41550	46250	46600	50500	57000	52500	0	52500	50750	43050	
Lower Decile	0	0	0	0	0	0	39000	0	38300	38300	42000	44600	46700	53900	50400	0	50400	48000	38550	
Mean	0	0	0	0	0	0	44750	0	46400	46400	52200	52700	59300	60150	57050	0	56800	55600	51100	
Supporting Data																				
Total Number	5	1	1	6	8	8	10	6	11	23	23	18	18	13	14	7	14	20	206	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

APPENDICES:

List of Survey Participants, by Industry Sector

Copies of the Survey Instruments

Blank Form for Plotting Curves

1991 SALARY SURVEY PARTICIPANTS, BY INDUSTRY SECTORS

AEROSPACE

Aeronca, Inc., Aerospace Division, Middletown, Ohio
CAE-Link Corporation, Houston, Texas
Cleveland Pneumatic Company, Henley Group, Cleveland, Ohio
Contraves U.S.A., Pittsburgh, Pennsylvania (also classed with Electrical Machinery, Electronic Equipment)
Cox & Company, Inc., New York, New York (also classed with Electronic Equipment)
Dynamic Controls Corporation, South Windsor, Connecticut (primary classification: Electronic Equipment)
FL Aerospace Corp., Grimes Division, Urbana, Ohio (also classed with Electronic Equipment, Fabricated Metal Products)
General Dynamics, Fort Worth Division, Fort Worth, Texas (also classed with Electronic Equipment)
Grumman Corporation, Bethpage, New York (also classed with Electronic Equipment)
Howmet Corporation, Dover Casting Division, Dover, New Jersey
Learjet Corporation, Wichita, Kansas
Litton Instruments & Life Support, Davenport, Iowa (also classed with Electronic Equipment)
Loral Defense Systems, Litchfield Park, Arizona
Micro Craft, Inc., Tullahoma, Tennessee (four locations; also classed with Fabricated Metal Products)
Rocket Research Company, Redmond, Washington (primary classification: Research Organizations)
Swales & Associates, Beltsville, Maryland (primary classification: Engineering Services)
Teledyne Brown Engineering, Aerospace Group, Huntsville, Alabama
Teledyne Brown Engineering, R & D Group, Huntsville, Alabama (primary classification: Research Organizations)

CHEMICALS, DRUGS & PLASTICS

Air Products & Chemicals, Inc., Allentown, Pennsylvania (also classed with Electrical Machinery, Non-Electric Machinery)
Chevron Corporation, San Francisco, California (primary classification: Petroleum)
Cook Composites & Polymers, Port Washington, Wisconsin
Dow Chemical U.S.A., Midland, Michigan
Dow Corning Corporation, Midland, Michigan
E. I. duPont de Nemours & Co., Wilmington, Delaware
Haldor Topsoe Inc., Houston, Texas (also classed with Consulting Services)
Henkel Corporation, Ambler, Pennsylvania
Hilton-Davis Company, Cincinnati, Ohio
Martin Marietta Energy Systems, Inc., Piketon, Ohio
Mississippi Chemical Corporation, Yazoo City, Mississippi
Mobil Corporation, Fairfax, Virginia (primary classification: Petroleum)
Napp Chemicals, Lodi, New Jersey
National Starch & Chemical Company, Bridgewater, New Jersey
Rohm & Haas Company, Philadelphia, Pennsylvania
Scott Gases, Inc., Plumsteadville, Pennsylvania
W. R. Grace & Company, Construction Products Division, Cambridge, Massachusetts

COMMUNICATION SERVICES

Carolina Telephone & Telegraph Co., Tarboro, North Carolina
Chiyoda International Company, Seattle, Washington (primary classification: Engineering Services)
Lincoln Telephone & Telegraph Co., Lincoln, Nebraska
MCI Communications Corporation, Washington, D.C.
Michigan Bell Telephone Company, Detroit, Michigan
Quintron Systems, Inc., Vandenberg AFB, California
U. S. West Communications, Seattle, Washington

COMPUTING SYSTEMS (including either hardware or software)

Civilsoft, Orange, California
Colorado Memory Systems, Loveland, Colorado
Computer Sciences Corporation, Special Products Division, Falls Church, Virginia (also classed with Engineering Services)
Eyring Research Institute, Inc., Provo, Utah (primary classification: Engineering Services)
Harris Corporation, Government Support Systems Division, Syosset, New York (primary classification: Electronic Equipment)
Hughes Network Systems, Germantown, Maryland
Kaypro Corporation, San Diego, California
Optical Research Associates, Pasadena, California (primary classification: Engineering Services)
Racal Corporation, Sunrise, Florida (primary classification: Electronic Equipment)
Summagraphics Corporation, Fairfield, Connecticut
Technadyne Engineering Consultants, Albuquerque, New Mexico (primary classification: Consulting Services)
Unisys Corporation, Farmington, New Jersey

CONSTRUCTION

CBI Industries, Inc., Oakbrook, Illinois (also classed with Engineering Services)
Centerline Engineering Corporation, Wexford, Pennsylvania (primary classification: Consulting Services)
Ebasco Services, Inc., New York, New York (primary classification: Consulting Services)
Kaiser Engineers/Hanford, Richland, Washington (also classed with Engineering Services)
Kiewit Construction Group, Inc., Omaha, Nebraska
Nolte & Associates, San Jose, California (primary classification: Consulting Services)
Riley Consolidated, Inc, Worchester, Massachusetts (primary classification: Engineering Services)
Schnabel Foundation Company, Sterling, Virginia
Sverdrup Corporation, Maryland Heights, Missouri (primary classification: Consulting Services)
Sverdrup Corporation, St. Louis, Missouri (12 locations; primary classification: Engineering Services)
W. M. Lyles Co., Fresno, California (also classed with Environmental Services, Gas Utilities)

CONSULTING SERVICES

Acres International Corporation, Amherst, New York
ANCO Engineers, Inc., Culver City, California (also classed with Research Organizations)
Boyd, Brown, Stude & Cambern, Kansas City, Missouri
Brown & Root Braun, Alhambra, California (primary classification: Engineering Services)
Burgess & Niple, Columbus, Ohio
Centerline Engineering Corporation, Wexford, Pennsylvania (also classed with Construction)
CH2M Hill, Inc., Englewood, Colorado (also classed with Engineering Services)
Chen-Northern, Inc., Denver, Colorado (also classed with Engineering Services)
Chiyoda International Company, Seattle, Washington (primary classification: Engineering Services)
Clyde E. Williams & Associates, South Bend, Indiana (also classed with Environmental Services)
Design Automation, Inc., Lexington, Massachusetts (also classed with Electronic Equipment, Research Organizations)
Dewberry & Davis, Fairfax, Virginia (also classed with Engineering Services)
Ebasco Services, Inc., New York, New York (also classed with Construction, Engineering Services)
ETEC, Irvine, California (also classed with Environmental Services)
F. X. Browne Associates, Inc., Lansdale, Pennsylvania (also classed with Environmental Services)
Farris Engineering, Inc., Omaha, Nebraska
Fay, Spofford & Thorndike, Inc., Lexington, Massachusetts
Foster-Miller, Inc., Waltham, Massachusetts (primary classification: Research Organizations)
Franzoy-Corey Engineering Company, Phoenix, Arizona
Fugro-McClelland, Inc., Houston, Texas (also classed with Engineering Services, Environmental Services)
FW Management Operations Ltd., Houston, Texas (primary classification: Engineering Services)
Gannett Fleming, Harrisburg, Pennsylvania
Glosten Associates, Seattle, Washington (also classed with Engineering Services)

Goodkind & O'Dea, Inc., Rutherford, New Jersey
Graef, Anhalt, Schloemer & Associates, Milwaukee, Wisconsin (also classed with Engineering Services)
Greeley and Hansen, Chicago, Illinois
Haldor Topsoe, Inc., Houston, Texas (primary classification: Chemicals, Drugs & Plastics)
Hardesty & Hanover Consulting Engineers, New York, New York
Harland Bartholomew & Associates, Memphis, Tennessee
HNTB, Inc., Kansas City, Missouri
Jacobs Associates, San Francisco, California
Jahnke & Jahnke Associates, Inc., Waukesha, Wisconsin
Kennedy/Jenks/Chilton, Inc., San Francisco, California
Lawler, Matusky & Skelby Engineers, Pearl River, New York (also classed with Environmental Services, Research Organizations)
Maybeck, Bucher & Volland Consulting Engineers, P.C., Rochester, New York
McCrone, Inc., Annapolis, Maryland (also classed with Engineering Services)
Nielsen-Wurster Group, Inc., Belle Meade, New Jersey
Nolte & Associates, San Jose, California (also classed with Construction, Engineering Services)
Norris-Repke, Inc., Tustin, California (also classed with Engineering Services)
Port Authority of New York & New Jersey, New York, New York
Rushmore Engineering, Rushmore Electric Power Cooperative, Rapid City, South Dakota (primary classification: Electric Utilities)
Sargent & Lundy, Chicago, Illinois
Schaaf & Wheeler, San Jose, California
SDRC Engineering Services Division, Western Regional Operations, San Diego, California (primary classification: Engineering Services)
Southern Engineering Company, Atlanta, Georgia (also classed with Electric Utilities)
Stanley Consultants Inc., Muscatine, Iowa
Sverdrup Corporation, Maryland Heights, Missouri (also classed with Construction)
Sverdrup Corporation, White Plains, New York
Technadyne Engineering Consultants, Albuquerque, New Mexico (also classed with Computing Systems)
Western Technologies, Inc., Phoenix, Arizona (also classed with Engineering Services, Environmental Services)
Wright-Pierce Engineers, Topsham, Maine (also classed with Environmental Services)

ELECTRIC UTILITIES

American Electric Power Service Corporation, Columbus, Ohio
Appalachian Power Company, Poanoke, Virginia
Arkansas Power & Light Company, Little Rock, Arkansas
Blount Energy Resources Corp., Montgomery, Alabama (also classed with Environmental Services)
Boston Edison, Boston, Massachusetts
Cajun Electric Power Cooperative, Inc., Baton Rouge, Louisiana
Carolina Power & Light Company, Raleigh, North Carolina
Central Nebraska Public Power & Irrigation District, Holdrege, Nebraska
City Public Service Board, San Antonio, Texas
Commonwealth Edison Company, Chicago, Illinois
Commonwealth Electric Company, Wareham, Massachusetts
Cooperative Power Association, Eden Prairie, Minnesota
Deseret Generation & Transmission Co., Sandy, Utah
Detroit Edison, Detroit, Michigan
Electric Power of Chattanooga, Chattanooga, Tennessee
Entergy Operations, Inc., Jackson, Mississippi
Florida Power & Light Company, Miami, Florida
Indianapolis Power & Light Company, Indianapolis, Indiana
Iowa Power, Inc., Des Moines, Iowa
Iowa-Illinois Gas & Electric Co., Davenport, Iowa
Metropolitan Edison Company, Reading, Pennsylvania
Minnesota Power, Duluth, Minnesota
Nebraska Public Power District, Columbus, Nebraska

New York State Electric & Gas Corp., Binghamton, New York
Niagara Mohawk Power Corporation, Syracuse, New York
Northern Neck Electric Cooperative, Warsaw, Virginia
Northwestern Wisconsin Electric Co., Grantsburg, Wisconsin
PA Power & Light Company, Allentown, Pennsylvania
Pacific Generation Company, Portland, Oregon
Potomac Edison Company, Hagerstown, Maryland
Rushmore Engineering, Rushmore Electric Power Cooperative, Rapid City, South Dakota (also classed with Consulting Services)
South Carolina Electric & Gas Co., Columbia, South Carolina
Southern Engineering Company, Atlanta, Georgia (primary classification: Consulting Services)
Springfield Utility Board, Springfield, Oregon
St. Johns River Power Park, Jacksonville, Florida
Tampa Electric Company, Tampa, Florida
Union Electric Company, St. Louis, Missouri
Upper Peninsula Power Company, Houghton, Michigan
Virginia Power, Richmond, Virginia
Wisconsin Electric Power Company, Milwaukee, Wisconsin

ELECTRICAL MACHINERY

ADT Security Systems, Inc., Parsippany, New Jersey
Air Products & Chemicals, Inc., Allentown, Pennsylvania (primary classification: Chemicals, Drugs & Plastics)
Allen-Bradley Company, Milwaukee, Wisconsin (primary classification: Electronic Equipment)
Contraves U.S.A., Pittsburgh, Pennsylvania (primary classification: Aerospace)
BIW Cable Systems, North Dighton, Massachusetts
Hoover Company, North Canton, Ohio
Kennall Manufacturing Company, Chicago, Illinois
Lutron Electronics Company, Inc., Coopersburg, Pennsylvania
MagneTek, New Berlin, Wisconsin (also classed with Electronic Equipment)
Maytag Company, Newton, Ohio
Milwaukee Electric Tool Corporation, Brookfield, Wisconsin
S&C Electric Company, Chicago, Illinois
Whirlpool Corporation, Benton Harbor, Michigan

ELECTRONIC EQUIPMENT

Abbott Electronics, Inc., Los Angeles, California
Allen-Bradley Company, Milwaukee, Wisconsin (also classed with Electrical Machinery)
Alpha Industries, Inc., Woburn, Massachusetts
American Telephone & Telegraph Co., Bernardsville, New Jersey
AMP Incorporated, Harrisburg, Pennsylvania (also classed with Fabricated Metal Products)
Andrew Corporation, Orland Park, Illinois
Belfort Instrument Division of Transtechnology Corp., Baltimore, Maryland
Burleigh Instruments, Inc., Fishers, New York
Charleswater Products, West Newton, Massachusetts
Contraves U.S.A., Pittsburgh, Pennsylvania (primary classification: Aerospace)
Cox & Company, Inc., New York, New York (primary classification: Aerospace)
Design Automation, Inc., Lexington, Massachusetts (primary classification: Consulting Services)
Diagnostic Retrieval Systems, Oakland, New Jersey
Dynamic Controls Corporation, South Windsor, Connecticut (also classed with Aerospace)
Emerson Industrial Controls, Grand Island, New York
FL Aerospace Corp., Grimes Division, Urbana, Ohio (primary classification: Aerospace)
General Dynamics, Fort Worth Division, Fort Worth, Texas (primary classification: Aerospace)
Grumman Corporation, Bethpage, New York (primary classification: Aerospace)
Hach Company, Loveland, Colorado

Harris Corporation, Government Support Systems Division, Syosset, New York (also classed with Computing Systems)
Hazeltine Corporation, Greenlawn, New York
Hydroacoustics, Inc., Rochester, New York (also classed with Research Organizations)
ISCO, Inc., Lincoln, Nebraska
Keltron Corporation, Waltham, Massachusetts
Litton Instruments & Life Support, Davenport, Iowa (primary classification: Aerospace)
LNR Communications, Inc., Hauppauge, New York
Magnavox Electronic Systems Company, Fort Wayne, Indiana
Magnavox Electronic Systems Company, Sterling, Virginia
MagneTek, New Berlin, Wisconsin (primary classification: Electrical Machinery)
Northrop Corporation, Defense Systems Division, Rolling Meadows, Illinois
Polyspede Electronics Corporation, Dallas, Texas
R. L. Drake Company, Franklin, Ohio
Racal Corporation, Sunrise, Florida
Rockwell International-Collins Commercial Avionics, Cedar Rapids, Iowa
Teledyne Avionics, Charlottesville, Virginia
Teledyne/Lewisburg, Lewisburg, Tennessee

ENGINEERING SERVICES

BDM International, Inc., McLean, Virginia
Brown & Root Braun, Alhambra, California (also classed with Consulting Services)
C & I Engineering, Louisville, Kentucky
CBI Industries, Inc., Oakbrook, Illinois (primary classification: Construction)
CH2M Hill, Inc., Englewood, Colorado (primary classification: Consulting Services)
Chen-Northern, Inc., Denver, Colorado (primary classification: Consulting Services)
Chiyoda International Company, Seattle, Washington (also classed with Communication Services, Consulting Services)
Computer Sciences Corporation, Special Products Division, Falls Church, Virginia (primary classification: Computing Systems)
Creare, Inc., Hanover, New Hampshire
Crown Iron Works, Minneapolis, Minnesota (primary classification: Non-Electric Machinery)
Dewberry & Davis, Fairfax, Virginia (primary classification: Consulting Services)
Ebasco Services, Inc., New York, New York (primary classification: Consulting Services)
Eyring Research Institute, Inc., Provo, Utah (also classed with Computing Systems)
Fugro-McClelland, Inc., Houston, Texas (primary classification: Consulting Services)
FW Management Operations Ltd., Houston, Texas (also classed with Consulting Services)
G. E. Nuclear Energy, San Jose, California
General Dynamics Corporation, Electric Boat Division, Groton, Connecticut (primary classification: Transportation Equipment)
General Research Corporation, McLean, Virginia
Glosten Associates, Seattle, Washington (primary classfication: Consulting Services)
Graef, Anhalt, Schloemer & Associates, Milwaukee, Wisconsin (primary classification: Consulting Services)
IAP Research Inc., Dayton, Ohio (primary classification: Research Organizations)
Kaiser Engineers/Hanford, Richland, Washington (primary classification: Construction)
Keren Developments, Inc., Tarrytown, New York
McCrone, Inc., Annapolis, Maryland (primary classification: Consulting Services)
Micro Craft, Inc., Tullahoma, Tennessee (four locations; primary classification: Aerospace)
Nolte & Associates, San Jose, California (primary classification: Consulting Services)
Norris-Repke, Inc., Tustin, California (primary classification: Consulting Services)
Optical Research Associates, Pasadena, California (also classed with Computing Systems)
Re/Spec, Inc., Rapid City, South Dakota (primary classification: Research Organizations)
Riley Consolidated, Inc, Worchester, Massachusetts (also classed with Construction)
SDRC Engineering Services Division, Western Regional Operations, San Diego, California (also classed with Consulting Services)
Sverdrup Corporation, St. Louis, Missouri (12 locations; also classed with Construction)

Swales & Associates, Beltsville, Maryland (also classed with Aerospace)
Univ. of Tennessee Space Institute, Energy Conservation Program, Tullahoma, Tennessee (primary classification: Research Organizations)
Western Technologies, Inc., Phoenix, Arizona (primary classification: Consulting Services)
Westinghouse Electric Corporation, Energy Systems Business Unit, Pittsburgh, Pennsylvania
Westinghouse Hanford Company, Richland, Washington

ENVIRONMENTAL SERVICES

Blount Energy Resources Corp., Montgomery, Alabama (primary classification: Electric Utilities)
Clyde E. Williams & Associates, South Bend, Indiana (primary classification: Consulting Services)
ETEC, Irvine, California (primary classification: Consulting Services)
F. X. Browne Associates, Inc., Lansdale, Pennsylvania (primary classification: Consulting Services)
Fugro-McClelland, Inc., Houston, Texas (primary classification: Consulting Services)
Lawler, Matusky & Skelby Engineers, Pearl River, New York (primary classification: Consulting Services)
Re/Spec, Inc., Rapid City, South Dakota (primary classification: Consulting Services)
W. M. Lyles Co., Fresno, California (primary classification: Construction)
Western Technologies, Inc., Phoenix, Arizona (primary classification: Consulting Services)
Wright-Pierce Engineers, Topsham, Maine (primary classification: Consulting Services)

FABRICATED METAL PRODUCTS

AMP Incorporated, Harrisburg, Pennsylvania (primary classification: Electronic Equipment)
Automatic Feed Company, Napoleon, Ohio (primary classification: Non-Electric Machinery)
Bloom Engineering Company Inc., Pittsburgh, Pennsylvania
Carpenter Technology Corporation, Reading, Pennsylvania (primary classification: Other Durable Goods Manufacturers)
Dover Corporation, Bernard Division, Beecher, Illinois
Duo-Fast Corporation, Franklin Park, Illinois
FL Aerospace Corp, Grimes Division, Urbana, Ohio (primary classification: Aerospace)
Imo Industries, Inc. Delaval Condenser Division, Florence, New Jersey
Kason Merchandising Fixtures, Inc., Binghamton, New York
Manning & Lewis Engineering Company, Union, New Jersey
Micro Craft, Inc., Tullahoma, Tennessee (four locations; primary classification: Aerospace)
Murry Onio Manufacturing Co., Brentwood, Tennessee
Nordyne, St. Louis, Missouri
Norris Division of NI Industries, Inc., Los Angeles, California
PMI Food Equipment Group, Troy, Ohio
R. D. Werner Company, Inc., Greenville, Pennsylvania
Schramm, Inc., West Chester, Pennsylvania (primary classification: Non-Electric Machinery)
Schwinn Bicycle Company, Chicago, Illinois
Snyder General Corporation, Minneapolis, Minnesota
Sundstrand Corporation, Fluid Handling Division, Arvada, Colorado (primary classification: Non-Electric Machinery)
The Timken Company, North Canton, Ohio
Torrington Company, Torrington, Connecticut
Zeller Corporation, Defiance, Ohio (also classed with Transportation Equipment)

GAS UTILITIES

Battle Creek Gas Company, Battle Creek, Michigan (also classed with Petroleum)
CNG Transmission Corporation, Clarksburg, West Virginia
St. Lawrence Gas Company, Inc., Massena, New York
Texas Gas Transmission Corporation, Owensboro, Kentucky
W. M. Lyles Co., Fresno, California (primary classification: Construction)
Washington Gas Light Company, Springfield, Virginia

OTHER DURABLE GOODS MANUFACTURERS

A. P. Green Industries, Mexico, Missouri
Carpenter Technology Corporation, Reading, Pennsylvania (also classed with Fabricated Metal Products)
Easco Hand Tools, Inc., Massachusetts Division, Springfield, Massachusetts
Ford New Holland, Inc., New Holland, Pennsylvania
Hecla Mining Company, Coeur d'Alene, Idaho
Kiewit Mining Group, Inc., Omaha, Nebraska
Kimble Glass, Inc., Subsidiary of Owens-Illinois, Inc., Vineland, New Jersey
Lord Corporation, Erie, Pennsylvania
Martin Marietta Energy Systems, Inc., Oak Ridge, Tennessee
National Steel Corporation, Trenton, Michigan
Radiation Systems, Inc., SatCom Technologies Division, Duluth, Georgia
Raymond Corporation, Greene, New York
Stockham Valves & Fittings, Inc., Birmingham, Alabama
U. S. Reduction Company, Munster, Indiana

OTHER NONDURABLE GOODS MANUFACTURERS

American Tobacco Company, Engineering Services, Chester, Virginia
Carbo Medics Inc., Austin, Texas
Central Soya Company, Inc., Fort Wayne, Indiana
Colgate-Palmolive Company, Corporate Technology Group, Piscataway, New Jersey
Consolidated Papers, Inc., Wisconsin Rapids, Wisconsin
Fieldcrest Cannon, Inc., Eden, North Carolina
Georgia-Pacific Corp., Big Island, Virginia
Kimberly-Clark Corporation, Dallas, Texas

OTHER NON-MANUFACTURING (Business Services, Trade, Publishing, and Professional Organizations)

Allendale Mutual Insurance Company, Johnston, Rhode Island
American Society of Agricultural Engineers, St. Joseph, Minnesota
American Water Works Service Co., Voorhees, New Jersey
Arkwright Mutual Insurance Co., Waltham, Massachusetts
Blount Energy Resources Corp., Montgomery, Alabama (also classed with Electric Utilities, Environmental Services)
North Jersey District Water Supply Company, Wanaque, New Jersey (also classed with Local Government)
Penton Publishing, Inc., Welding Design & Fabrication, Cleveland, Ohio
Univ. of Cincinnati Computing Center, Cincinnati, Ohio

NON-ELECTRIC MACHINERY

Air Products & Chemicals, Inc., Allentown, Pennsylvania (primary classification: Chemicals, Drugs & Plastics)
Automatic Feed Company, Napoleon, Ohio (also classed with Fabricated Metal Products)
Bucyrus Erie Company, South Milwaukee, Wisconsin
Crown Iron Works, Minneapolis, Minnesota (also classed with Engineering Services)
FES Inc., York, Pennsylvania
Ingersoll-Rand Construction Equipment, Portable Compressor Division, Mocksville, North Carolina
Johnson Controls, Inc., Plastics Technology Group, Manchester, Minnesota
Leybold Vacuum Products, Inc., Export, Pennsylvania
Manitowoc Engineering Company, Manitowoc, Wisconsin
Nash Engineering Company, Norwalk, Connecticut
Pellerin Milnor Corporation, Kenner, Louisiana
Schramm, Inc., West Chester, Pennsylvania
Sundstrand Corporation Fluid Handling Division, Arvada, Colorado (also classed with Fabricated Metal Products, Petroleum)

PETROLEUM

Battle Creek Gas Company, Battle Creek, Michigan (primary classification: Gas Utilities)
Burk Royalty Co., Wichita Falls, Texas
Chevron Corporation, San Francisco, California (also classed with Chemicals)
Exxon Research & Engineering, Florham Park, New Jersey (primary classification: Research Organizations)
MESA Operating Limited Partnership, Amarillo, Texas
Mobil Corporation, Fairfax, Virginia (also classed with Chemicals)
Sundstrand Corporation Fluid Handling Division, Arvada, Colorado (primary classification: Non-Electric Machinery)
Total Petroleum, Inc., Denver, Colorado

RESEARCH ORGANIZATIONS

Aerospace Corporation, Los Angeles, California
ANCO Engineers, Inc., Culver City, California (primary classfication: Consulting Services)
AT&T Bell Laboratories, Short Hills, New Jersey
Autoresearch Labs, Inc., Chicago, Illinois
Brookhaven National Laboratory, Upton, New York
Design Automation, Inc., Lexington, Massachusetts (primary classification: Consulting Services)
Duracell Worldwide Technology Center, Needham, Massachusetts
ERIM (Environmental Research Institute of Michigan), Ann Arbor, Michigan
Exxon Research & Engineering Co., Florham Park, New Jersey (also classed with Petroleum)
Fermi National Accelerator Laboratory, Batavia, Illinois
Foster-Miller, Inc., Waltham, Massachusetts (also classed with Consulting Services)
Grumman Corporation, Bethpage, New York (primary classification: Aerospace)
Hydroacoustics, Inc., Rochester, New York (primary classification: Electronic Equipment)
IAP Research Inc., Dayton, Ohio (also classed with Engineering Services)
Institute for Defense Analyses, Alexandria, Virginia
Institute of Gas Technology, Chicago, Illinois
Johns Hopkins University Applied Physics Laboratory, Laurel, Maryland
Lanxide Corporation, Newark, Delaware
Lawler, Matusky & Skelby Engineers, Pearl River, New York (primary classification: Consulting Services)
Lawrence Livermore National Laboratory, Livermore, California
National Radio Astronomy Observatory, Charlottesville, Virginia
New Mexico Engineering Research Institute, University of New Mexico
RAND Corporation, Santa Monica, California
Re/Spec, Inc., Rapid City, South Dakota (also classed with Engineering Services, Environmental Services)
Rocket Research Company, Redmond, Washington (also classed with Aerospace)
Sandia National Laboratories, Albuquerque, New Mexico
Sandia National Laboratories, Livermore, California
Southwestern Bell Technology Resources, St. Louis, Missouri
Syracuse Research Corporation, Syracuse, New York
Systems Research Laboratories, Dayton, Ohio
Teledyne Brown Engineering/R & D Group, Huntsville, Alabama (also classed with Aerospace)
Univ. of Dayton Research Institute, Dayton, Ohio
Univ. of Tennessee Space Institute, Energy Conservation Program, Tullahoma, Tennessee (also classed with Engineering Services)

TRANSPORTATION EQUIPMENT (see also Aerospace)

General Dynamics Corporation, Electric Boat Division, Groton, Connecticut (also classed with Engineering Services)
General Motors Corporation, Detroit, Michigan
Mack Trucks, Inc., Engineering Division, Allentown, Pennsylvania
Sealed Power Corporation, Kent-Moore Group, Warren, Michigan
Volvo GM Heavy Truck Corporation, Greensboro, North Carolina
Zeller Corporation, Defiance, Ohio (primary classification: Fabricated Metal Products)

EMC
AAES

Engineering Manpower Commission
of the American Association of Engineering Societies

Entering EMC's 40th Year of Service to Engineering and the Nation

1111 19th Street, N.W., Suite 608
Washington, D.C. 20036-3690
(202) 296-2237

Richard A. Ellis
Director, Manpower Studies

Donald C. Brown, Chairman
Paul B. Wood, Past Chairman
Luke H. Noggle, Vice Chairman
Dr. William M. Sangster, Vice Chairman

January, 1991

Dear Colleague:

The Engineering Manpower Commission is a non-profit organization entering its 41st year of service to the engineering community. Our compensation surveys have been used over the years as authoritative benchmarks for industry, government agencies, educational institutions, the press, engineering students and others. In the last six years, our coverage has increased by more than 50 percent, to over 115,000 engineers in industry and over 5000 in government. At the same time, the content of the survey has been expanded, and we have greatly accelerated production of the results.

Once again, we invite you to participate in this important project. Enclosed are the forms for the Engineering Manpower Commission's 25th survey of the salaries of engineers. Your participation is of great value both to industry and to engineers. As in the past, all participants will receive a **free** copy of the "Engineering Salaries - 1991" issue of the ***Engineering Manpower Bulletin***, a six-page publication containing tables, graphs and text reporting the general results of the survey. The *Bulletin* is normally sold for $14. Participants will also be entitled to a 40% discount in the prices of our detailed reports.

Please note: **The deadline for the survey is March 15, 1991.** Last year printed reports from this project on the salaries of over 120,000 engineers were released in mid-July; with your help, we can provide the results for 1991 by the end of June.

The support we have received from engineering employers nationwide has been impressive. Thanks to organizations such as yours, the utility and popularity of the EMC surveys continues to grow. We hope that this year our results will include your input.

Best Regards,

R. A. Ellis, Director
Manpower Studies

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

PROFESSIONAL INCOME OF ENGINEERS - 1991

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

FORM A - to be used with Form B
Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

Have you considered sending in your data on a floppy disk? See the instructions on the last page of this form for more information.
If your organization employs no more than 50 engineers, you may elect to use the optional Form "C."
Otherwise, complete this form and Form "B," as follows:

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

   A. Is the name of the REPORTING ORGANIZATION on the mailing label affixed below correct? If not, please enter correct name here:
   ____

   B. Is the ADDRESSEE'S name and title correct? (This person receives the survey forms and participant's bulletins.) If not, correct here:
   ____

   C. Enter ADDRESSEE'S phone number: ______________________________

   D. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
   ____

   E. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
   ____

2. EMC collects data on BASE SALARY ONLY. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1990? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK":
____

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

   A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ______________

   B. Total number of NON-SUPERVISORY engineers reported on this Form A: ______________

   C. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
   ____

   D. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
   ______________ . . . and the REASON for omission: ______________________________

   E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
   Number for Primary Area ______________ Number for Secondary Area: ______________ Number for Other Area: ______________
   IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ______________________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ______________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ______________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify
____

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ______________

ALL OTHERS:

98 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM B. RETURN THE FORMS TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1991. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July 1991.

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — ***note that some brackets include a wider salary range than others.*** Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their ***year of graduation with bachelor's degree,*** to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1990 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1991 should be combined with that for 1990 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1991.

NON-SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are NOT primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. ***Please include non-supervisory engineering graduates who are currently in non-technical positions.*** If any engineering graduates must be omitted, please describe on line 2D on the first page of this form. ***Do not report part-time employees.***

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	Employees Whose Highest ENGINEERING Degree is a Bachelor's*	1990 (23)	1989 (24)	1988 (25)	1987 (26)	1986 (27)	1985 (28)	1984 (29)	1983 (30)	1982 (31)	1979-1981 (32-34)	1976-1978 (35-37)	1973-1975 (38-40)	1970-1972 (41-43)	1967-1969 (44-46)	1964-1966 (47-49)	1961-1963 (50-52)	1958-1960 (53-55)	UP TO 1957 (56+)	
101	$125,000 & over																			101
102	$100,000-124,999																			102
103	$95,000-99,999																			103
104	$90,000-94,999																			104
105	$85,000-89,999																			105
106	$80,000-84,999																			106
107	$76,000-79,999																			107
108	$72,000-75,999																			108
109	$68,000-71,999																			109
110	$64,000-67,999																			110
111	$60,000-63,999																			111
112	$56,000-59,999																			112
113	$53,000-55,999																			113
114	$50,000-52,999																			114
115	$47,000-49,999																			115
116	$44,000-46,999																			116
117	$41,000-43,999																			117
118	$38,000-40,999																			118
119	$36,000-37,999																			119
120	$34,000-35,999																			120
121	$32,000-33,999																			121
122	$30,000-31,999																			122
123	$28,000-29,999																			123
124	$26,000-27,999																			124
125	$24,000-25,999																			125
126	$22,000-23,999																			126
127	Less than $22,000																			127

Employees Whose Highest ENGINEERING Degree is a Master's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

201	$125,000 & over																			201
202	$100,000-124,999																			202
203	$95,000-99,999																			203
204	$90,000-94,999																			204
205	$85,000-89,999																			205
206	$80,000-84,999																			206
207	$76,000-79,999																			207
208	$72,000-75,999																			208
209	$68,000-71,999																			209
210	$64,000-67,999																			210
211	$60,000-63,999																			211
212	$56,000-59,999																			212
213	$53,000-55,999																			213
214	$50,000-52,999																			214
215	$47,000-49,999																			215
216	$44,000-46,999																			216
217	$41,000-43,999																			217
218	$38,000-40,999																			218
219	$36,000-37,999																			219
220	$34,000-35,999																			220
221	$32,000-33,999																			221
222	$30,000-31,999																			222
223	$28,000-29,999																			223
224	$26,000-27,999																			224
225	$24,000-25,999																			225
226	$22,000-23,999																			226
227	Less than $22,000																			227

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are reported in these parts of the form.

Employees Whose Highest ENGINEERING Degree is a Doctor's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

301	$125,000 & over																			301
302	$100,000-124,999																			302
303	$95,000-99,999																			303
304	$90,000-94,999																			304
305	$85,000-89,999																			305
306	$80,000-84,999																			306
307	$76,000-79,999																			307
308	$72,000-75,999																			308
309	$68,000-71,999																			309
310	$64,000-67,999																			310
311	$60,000-63,999																			311
312	$56,000-59,999																			312
313	$53,000-55,999																			313
314	$50,000-52,999																			314
315	$47,000-49,999																			315
316	$44,000-46,999																			316
317	$41,000-43,999																			317
318	$38,000-40,999																			318
319	$36,000-37,999																			319
320	$34,000-35,999																			320
321	$32,000-33,999																			321
322	$30,000-31,999																			322
323	$28,000-29,999																			323
324	$26,000-27,999																			324
325	$24,000-25,999																			325
326	$22,000-23,999																			326
327	Less than $22,000																			327

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are reported in these parts of the form.

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

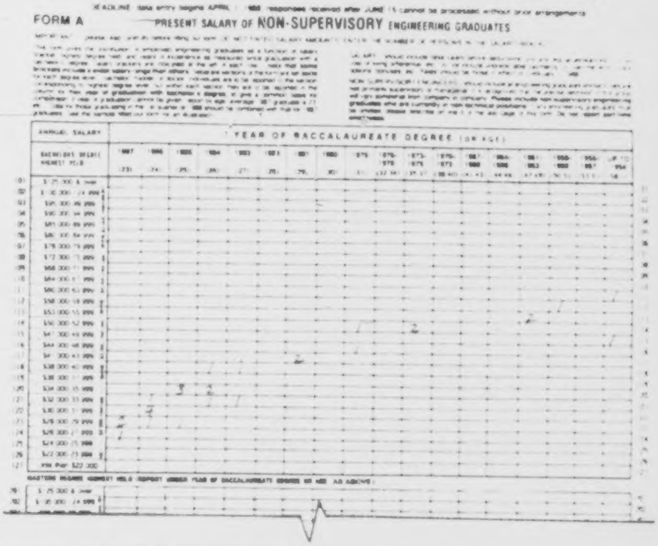
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2B, #2D, AND #3). See the sample of a completed Form A (top third only) at the right.

4. Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

ANNUAL SALARY

YEAR OF BACCALAUREATE DEGREE (OR AGE)

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC is encouraging its salary survey participants to respond by submitting machine-readable files. In 1990, data on over 40,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). You MUST also enclose a completed copy of PAGE 1 of the questionnaire (Form C is suggested), to provide your organization's ID and classification data. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a CR-LF (carriage return/line feed combination—the "enter" key on most systems). Don't forget to use the CR-LF after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. A CR-LF code must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier "91EMCSAL."

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

PROFESSIONAL INCOME OF ENGINEERS - 1991

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

FORM B - to be used with Form A
Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

Have you considered sending in your data on a floppy disk? See the instructions on the last page of this form for more information.
If your organization employs no more than 50 engineers, you may elect to use the optional Form "C."
Otherwise, complete Form A, then complete this form. NOTE: items 2, 3B and 3D require SEPARATE answers on BOTH forms. If you have answered all other questions on Form A, you need not repeat that information here.

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.
   - A. Is the name of the REPORTING ORGANIZATION on the mailing label affixed below correct? If not, please enter correct name here: ______
   - B. Is the ADDRESSEE'S name and title correct? (This person receives the survey forms and participant's bulletins.) If not, correct here: ______
   - C. Enter ADDRESSEE'S phone number: ______
   - D. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here: ______
   - E. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here: ______
2. EMC collects data on BASE SALARY ONLY. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1990? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ______
3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:
   - A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ______
   - B. Total number of SUPERVISORY engineers reported on this Form B: ______
   - C. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences: ______
   - D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees: ______ . . . and the REASON for omission: ______
   - E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
     Number for Primary Area: ______ Number for Secondary Area: ______ Number for Other Area: ______
     IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ______

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ______
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ______
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify ______

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ______

ALL OTHERS:

96 Specify nature of organization: ______

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM A. RETURN THE FORMS TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1991. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July 1991.

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — ***note that some brackets include a wider salary range than others.*** Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their ***year of graduation with bachelor's degree***, to give a common basis for comparison. If year of graduation cannot be given, report by **age** (average 1990 graduate is 23, etc.). **Data for those graduating** in the 1st quarter of 1991 should be combined with that for **1990 graduates. See the sample filled-out form for an illustration.**

SALARY - should include base salary before deductions and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1991.

SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. ***Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.*** If any must be omitted, please describe them on line 2D of the first page of this form. ***Do not report part-time employees.***

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	Employees Whose Highest ENGINEERING Degree is a Bachelor's		1990 (23)	1989 (24)	1988 (25)	1987 (26)	1986 (27)	1985 (28)	1984 (29)	1983 (30)	1982 (31)	1979-1981 (32-34)	1976-1978 (35-37)	1973-1975 (38-40)	1970-1972 (41-43)	1967-1969 (44-46)	1964-1966 (47-49)	1961-1963 (50-52)	1958-1960 (53-55)	UP TO 1957 (56+)	
101	$125,000 & over																				101
102	$100,000-124,999	$5,000 intervals																			102
103	$95,000-99,999																				103
104	$90,000-94,999																				104
105	$85,000-89,999																				105
106	$80,000-84,999																				106
107	$76,000-79,999	$4,000 intervals																			107
108	$72,000-75,999																				108
109	$68,000-71,999																				109
110	$64,000-67,999																				110
111	$60,000-63,999																				111
112	$56,000-59,999																				112
113	$53,000-55,999	$3,000 intervals																			113
114	$50,000-52,999																				114
115	$47,000-49,999																				115
116	$44,000-46,999																				116
117	$41,000-43,999																				117
118	$38,000-40,999																				118
119	$36,000-37,999	$2,000 intervals																			119
120	$34,000-35,999																				120
121	$32,000-33,999																				121
122	$30,000-31,999																				122
123	$28,000-29,999																				123
124	$26,000-27,999																				124
125	$24,000-25,999																				125
126	$22,000-23,999																				126
127	Less than $22,000																				127

Employees Whose Highest ENGINEERING Degree is a Master's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

201	$125,000 & over																				201
202	$100,000-124,999	$5,000 intervals																			202
203	$95,000-99,999																				203
204	$90,000-94,999																				204
205	$85,000-89,999																				205
206	$80,000-84,999																				206
207	$76,000-79,999	$4,000 intervals																			207
208	$72,000-75,999																				208
209	$68,000-71,999																				209
210	$64,000-67,999																				210
211	$60,000-63,999																				211
212	$56,000-59,999																				212
213	$53,000-55,999	$3,000 intervals																			213
214	$50,000-52,999																				214
215	$47,000-49,999																				215
216	$44,000-46,999																				216
217	$41,000-43,999																				217
218	$38,000-40,999																				218
219	$36,000-37,999	$2,000 intervals																			219
220	$34,000-35,999																				220
221	$32,000-33,999																				221
222	$30,000-31,999																				222
223	$28,000-29,999																				223
224	$26,000-27,999																				224
225	$24,000-25,999																				225
226	$22,000-23,999																				226
227	Less than $22,000																				227

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are expected in these parts of the form.

Employees Whose Highest ENGINEERING Degree is a Doctor's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

301	$125,000 & over																				301
302	$100,000-124,999	$5,000 intervals																			302
303	$95,000-99,999																				303
304	$90,000-94,999																				304
305	$85,000-89,999																				305
306	$80,000-84,999																				306
307	$76,000-79,999	$4,000 intervals																			307
308	$72,000-75,999																				308
309	$68,000-71,999																				309
310	$64,000-67,999																				310
311	$60,000-63,999																				311
312	$56,000-59,999																				312
313	$53,000-55,999	$3,000 intervals																			313
314	$50,000-52,999																				314
315	$47,000-49,999																				315
316	$44,000-46,999																				316
317	$41,000-43,999																				317
318	$38,000-40,999																				318
319	$36,000-37,999	$2,000 intervals																			319
320	$34,000-35,999																				320
321	$32,000-33,999																				321
322	$30,000-31,999																				322
323	$28,000-29,999																				323
324	$26,000-27,999																				324
325	$24,000-25,999																				325
326	$22,000-23,999																				326
327	Less than $22,000																				327

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are expected in these parts of the form.

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

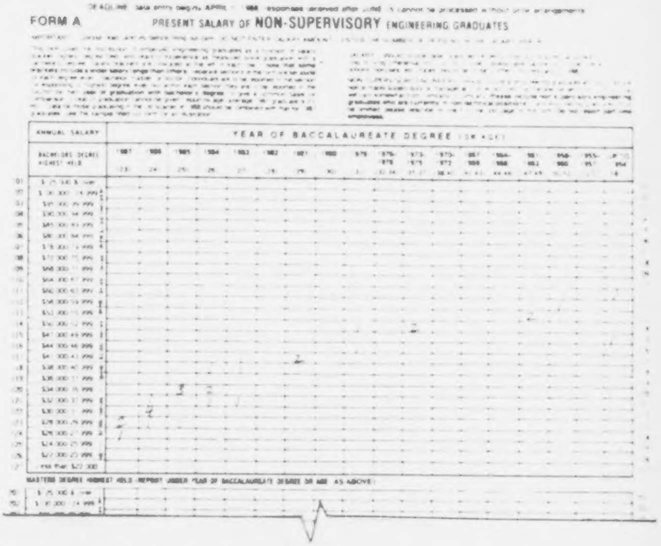
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2B, #2D, AND #3). See the sample of a completed Form A (top third only) at the right.

4. Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

ANNUAL SALARY

YEAR OF BACCALAUREATE DEGREE (OR AGE)

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC is encouraging its salary survey participants to respond by submitting machine-readable files. In 1990, data on over 40,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). You MUST also enclose a completed copy of PAGE 1 of the questionnaire (Form C is suggested), to provide your organization's ID and classification data. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a CR-LF (carriage return/line feed combination—the "enter" key on most systems). Don't forget to use the CR-LF after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. A CR-LF code must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier "91EMCSAL."

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

PROFESSIONAL INCOME OF ENGINEERS - 1991

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1991
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1991

FORM C - Optional Short Form, used in place of both Forms A and B

For organizations with no more than 50 engineers, including both supervisors and non-supervisors

Have you considered sending in your data on a floppy disk? See the instructions on the last page of this form for more information.

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

A. Is the name of the REPORTING ORGANIZATION on the mailing label affixed below correct? If not, please enter correct name here:
____

B. Is the ADDRESSEE'S name and title correct? (This person receives the survey forms and participant's bulletins.) If not, correct here:
____

C. Enter ADDRESSEE'S phone number: ____________________

D. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
____

E. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
____

2. EMC collects data on BASE SALARY ONLY:

A. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1990? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ________________

B. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1990? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ________________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ________________

B. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
____

C. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
________________ . . . and the REASON for omission: ____________________________

D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
________________ . . . and the REASON for omission: ____________________________

E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
Number for Primary Area: ____________ Number for Secondary Area: ____________ Number for Other Area: ____________
IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ____________________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing:
Specific Product(s): ________________________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
66 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other:
Specify: ________________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing:
Specify
____

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution:
Specify: ________________

ALL OTHERS:

96 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
RETURN THE FORM TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 606, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1991. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July, 1991.

FORM C

PRESENT SALARY OF ENGINEERING GRADUATES

Optional Short Form for UP TO 50 supervisors and or non-supervisors

IMPORTANT — please read carefully before filling out form.

This form replaces EMC'S traditional matrix style instruments, which allow entry of data for large engineering staffs of up to several thousand persons, in order to provide a simpler data entry form for small organizations. Simply complete one line of the form for each engineer to be reported.

ALL indicated data is needed. NO other data is needed. Please do NOT write names on these forms.

SUPERVISORS include all engineering graduates whose duties are primarily supervisory or managerial. Other engineers are NON-SUPERVISORS. It is recognized that the precise definition of these terms will vary somewhat from company to company. Please include engineering graduates who are currently in general management or non-technical positions. If any engineering graduates must be omitted, please describe on page 1 of this form. DO NOT REPORT PART-TIME EMPLOYEES. Only "S" or "N" should appear in the first column of the form.

EMC measures experience as the number of years since receiving the bachelor's degree. If that date is not available, age is used to estimate it. If you can provide both the year and age data, EMC will use this information to improve its estimation procedures. Either data element will suffice, however.

ANNUAL SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Rates should be those in effect on February 1, 1991.

If you use this form, your copies of Forms A and B may be discarded. PLEASE do not use this form to report more than 50 engineers. Make up a disk-based response instead (the format is virtually identical), or use Forms A and B.

	Supervisor (S) or Non-supervisor (N)? Enter S or N	Highest Degree Held B - Bachelor M - Master P - Ph.D Enter B, M, or P	Year graduated with BACHELOR's degree Enter YEAR	Age as of Feb. 1, 1991 Enter AGE	Annual Salary as of Feb. 1, 1991 Enter ANNUAL SALARY
901					
902					
903					
904					
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947					
948					
949					
950					

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

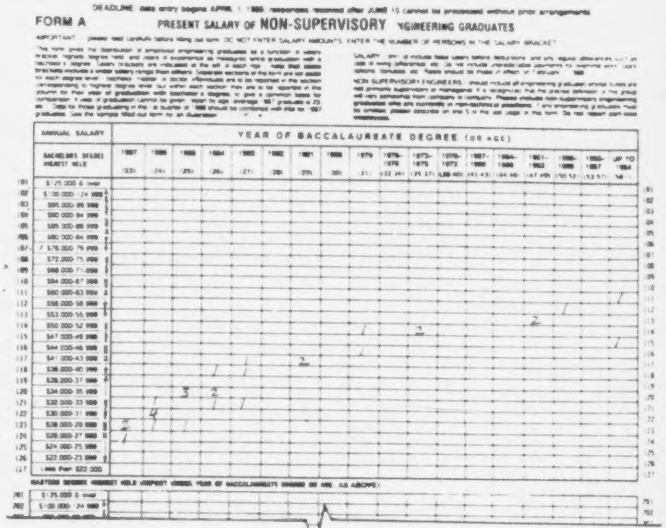
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2B, #2D, AND #3). See the sample of a completed Form A (top third only) at the right.

4. Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

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3. The contents of each line should be as follows:

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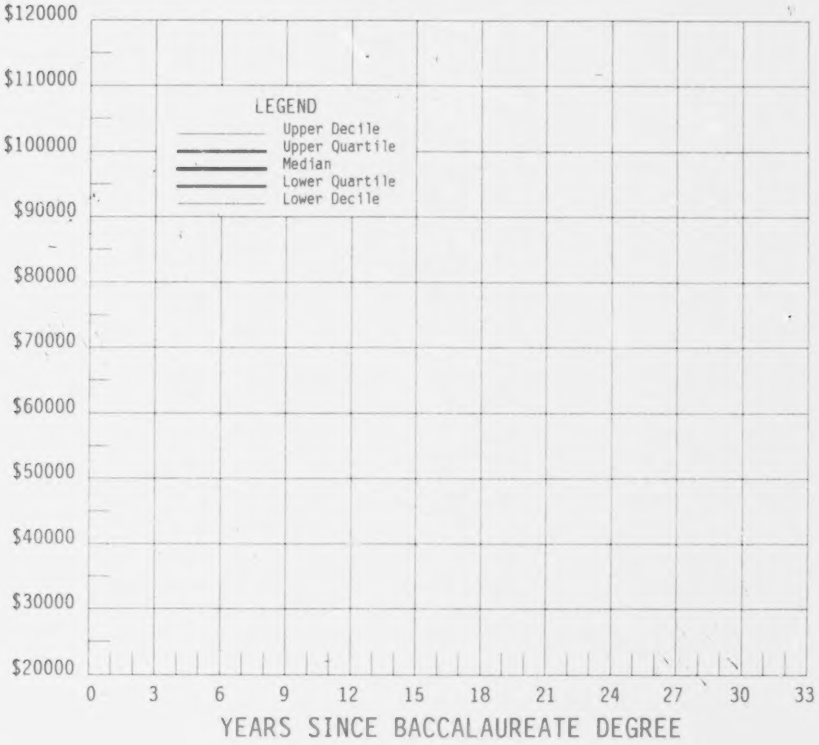
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. A CR-LF code must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier "91EMCSAL."

SALARY CURVES FOR ENGINEERS



CURRENT ENGINEERING MANPOWER COMMISSION PUBLICATIONS

NOTE: AAES moved in 1990; see new address below. Custom runs of degree data are possible; call us for details. Our machine-readable products are provided on IBM-standard 5 1/4" floppy disks and include most, not but all, of the details available in EMC's printed reports. For more information, contact the AAES Manpower Studies Department.

ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT 1991

A detailed breakdown of engineering salaries according to type of industry, geographic regions, company size, employee experience, highest degree held, and supervisory status. Tables and graphs depict salaries in medians, quartiles, deciles and means.

member price: $169.00 non-member price: $287.50

PROFESSIONAL INCOME OF ENGINEERS 1991

An abridged version of the Special Industry Report. Details for salary differences by highest degree held are not included; tabulations are added on engineering compensation in local, state and federal government agencies.

member price: $59.50 non-member price: $97.00

SALARIES OF ENGINEERS IN EDUCATION 1990

Median, quartile, decile and mean salaries across 18 experience brackets for engineering faculty, by academic rank, contract types, and type of institution.

member price: $70.00 non-member price: $112.00

ENGINEERING AND TECHNOLOGY ENROLLMENTS, FALL 1990

A two-volume overview of the enrollment of students in engineering and engineering technology programs throughout the nation. Details by fields of study for specific schools and states, with added tabulations for women, minorities, and foreign nationals.

Complete set: member price: $120.00 non-member price $195.00

Separate volumes:

Part I: Engineering Enrollments: member price: $70.00 non-member price: $115.00

Part II: Technology Enrollments: member price: $70.00 non-member price: $115.00

Machine-readable data files for Lotus 1-2-3: member price $595.00 non-member price $795.00

ENGINEERING AND TECHNOLOGY DEGREES, 1990

A comprehensive report on recent engineering and engineering technology degrees in three volumes. Part I provides general statistics for schools and states on degrees in 40 engineering and technology disciplines. Part II provides similar data for awards to women, minorities, and foreign nationals. Part III includes detailed data for specific curricula.

Complete Set: member price: $140 non-member price: $230.00

Separate volumes:

Part I: by School: member price: $55.00 non-member price: $89.00

Part II: Minorities: member price: $75.00 non-member price: $115.00

Part III: by Curriculum: member price: $55.00 non-member price: $89.00

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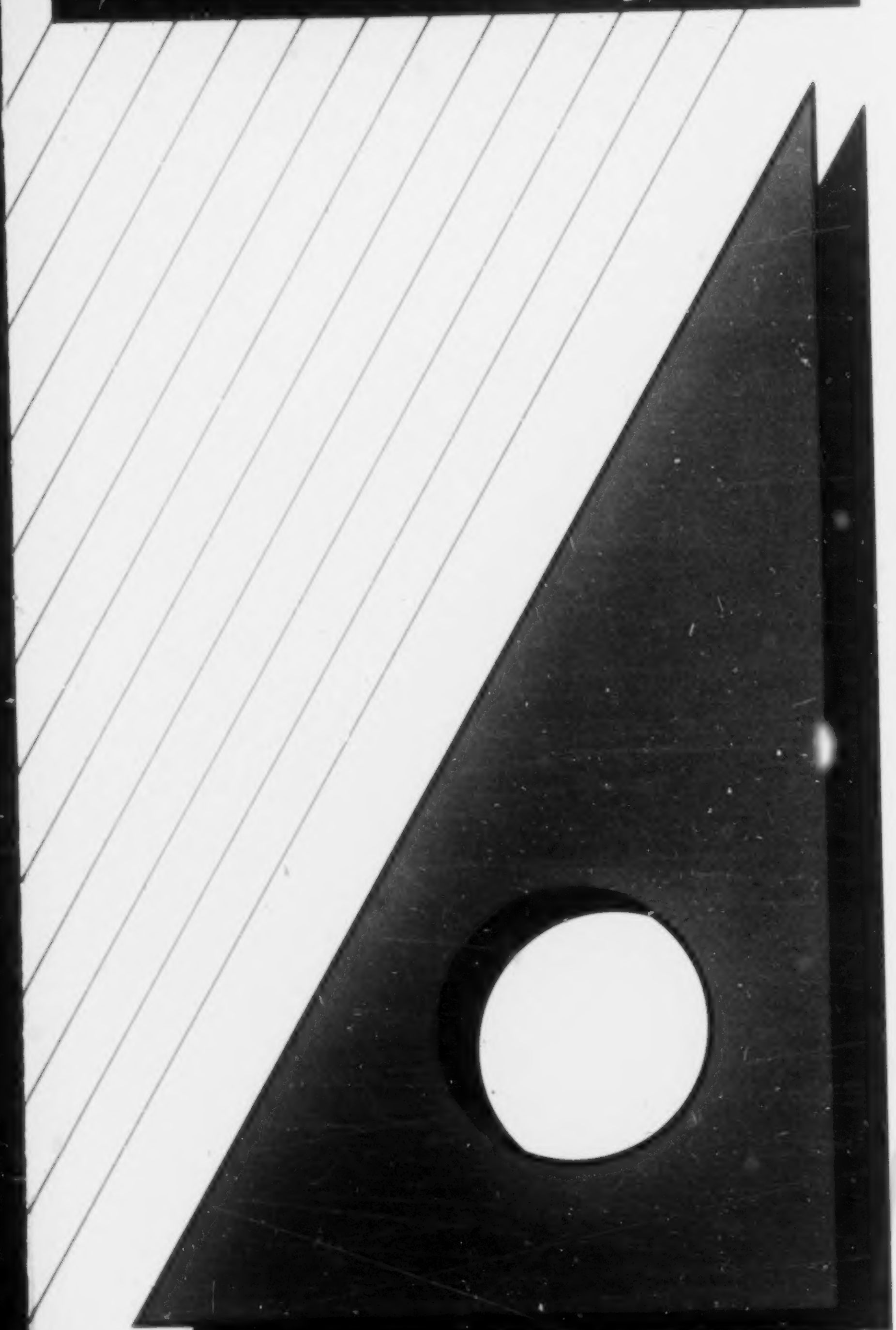

Engineers' Salaries: Special Industry Report 1992

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of the American Association
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ENGINEERS' SALARIES:
SPECIAL INDUSTRY REPORT
1992

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION
of the
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

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EMC conducts annual surveys of industry and schools of engineering, monitors trends in the supply of and demand for engineers, and produces annual reports on engineering enrollments, degrees, and salaries. In addition to its statistical studies, EMC also produces the *Engineering Manpower Bulletin,* which assesses trends in the engineering workforce including participation in the profession by women and ethnic minorities.

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The Engineering Manpower Commission wishes to express its grateful appreciation for the cooperation of the hundreds of organizations that provided the data on which this report is based.

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ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT, 1992

INTRODUCTION

This is the 26th Engineering Manpower Commission survey of the compensation of engineers in the United States. As in our previous salary studies, the data were gathered from employers, who submitted summaries of the base compensation of their engineers, classified by levels of experience, supervisory responsibility, and academic preparation. By classifying the participating organizations, the survey also provides comparisons of salaries among differing industrial sectors, geographic regions, and sizes of employers.

EMC salary surveys do not provide data on variations among the various engineering disciplines, such as differences in median pay among civil, electrical, and mechanical engineers. Obtaining these details would raise the burden that the survey places on its participants to unacceptable levels. It would also raise complex problems of classification, because the labels that are applied to engineering education programs do not always accurately describe the graduates' subsequent work. Where a degree of correspondence exists between particular engineering disciplines and employment sectors, EMC's data can provide some clues about the salaries that may be associated with different kinds of engineering training. For example, although this report does not report salaries for chemical engineers *per se*, it does report salaries paid to engineers of all kinds by the chemicals industry. But for disciplines like mechanical engineering (whose graduates may be found in virtually every sort of technical workplace), or for a sector like the federal government (which hires all types of engineers), these linkages between training and subsequent employment do not apply.

The data reflect base salaries as of February 1, 1992. Responding organizations were instructed to exclude all irregular forms of compensation, such as one-time bonuses, overtime payments, stock options, etc. (however, since 1989 EMC has collected information on the *proportion* of engineers who receive special incentive compensation; see below). Data were requested for all full-time engineering graduates, including those in nontechnical or managerial positions (some employers advised EMC, as they have in the past, that top management personnel with engineering backgrounds were not included in their responses). Occasionally, data were also provided for non-graduates classed by their employers as fully qualified engineers; such cases, which are infrequent, were treated as equivalent to engineers with B.S. degrees.

Salaries are presented in the form of statistical tabulations, with details for upper and lower deciles, upper and lower quartiles, medians, and means (all of these terms are explicitly defined below). These data are spread across 18 levels of experience, based on the number of years since attainment of the bachelor's degree (age is used to estimate experience in cases where data on the year of graduation is not available). In addition, summaries of these statistics across all levels of experience are included. Both raw salary statistics and smoothed-curve estimates across the experience levels are reported. Graphed maturity curves based on the smoothed results are provided for all tabulations except those dealing only with details for engineers with particular kinds of degrees (bachelor's, master's or doctorate).

As in other recent years, production of EMC's salary surveys has been considerably accelerated to enable issuing these reports by July of the applicable year, enhancing their value for compensation planning and other purposes. The number of engineers in industry represented by the data declined slightly from 130,427 in 1991 to 125,045 in 1992. The number of participating organizations also declined slightly, from 284 to 250 (employers who supplied multiple responses for single operations spread over many separate geographic locations are counted only once in this enumeration).

In 1991, new refinements in EMC's curve-smoothing methods were incorporated this survey. The principal change was the adoption of "anchor points," in which all curves for a sector are computed using the zero-year values (salaries for those with less than one year of post-baccalaureate experience) of the base salaries for non-supervisory engineers with B.S. degrees (see below for additional details on this procedure). This modification "anchors" curves to this starting pay statistic. We believe that this improves the fit of the smoothed curves to actual compensation practices, especially for data sets like those for supervisors or holders of advanced degrees. Readers who track these statistics over time should be aware that this technical change lowers the early-year values of our salary estimates.

The Engineering Manpower Commission has been engaged in studies of engineering compensation for 38 years. EMC's salary reports began in 1953 with *Professional Income of Engineers*, which continues today as an abridged version of this report (it does not show details for those with B.S., M.S., or Ph.D degrees). The *Special Industry Report* began to appear in 1966. Originally, EMC's salary surveys were done every three years, then every two years; beginning in 1980, they began to be issued annually. EMC also conducts biennial surveys of the compensation of engineering educators; such a study was conducted this year (*Salaries of Engineers in Education, 1992)*. In addition to these detailed statistical volumes, a summary of the results of this survey, with special data on trends over time, is available in "Engineering Salaries, 1992," issue number 120 (July, 1992) of the *Engineering Manpower Bulletin*. On request, EMC also provides custom tabulations of its salary data base, such as frequency distributions of the data across salary brackets or reports on other groupings of the participating organizations. For prices and information on orders, see the inside back cover of this report.

The goal of EMC's salary studies is to determine current levels of compensation for engineers and to report on trends over time. EMC does not evaluate individual salary situations, nor does it advise employers on rates that should be paid for specific positions. Indeed, our own data demonstrate that for any specific combination of employment sector, supervisory responsibilities, education, and experience, variations between the top and bottom salaries reported for the position (as measured by high and low deciles) are likely to be as great as the distinctions introduced by differences in any of the other factors. In short, variations in engineering pay within specific matched positions can be as large as variations between positions, even when the latter distinctions entail substantial differences in employment sectors, education, responsibility, or experience. On the whole, individual salaries are influenced by many considerations, including the economic conditions of particular industries and firms, and the skill, performance, and negotiating ability of particular people.

SURVEY METHODOLOGY

Questionnaires were mailed in January, 1992 to EMC's national list of engineering employers. This listing is updated every year, using *Peterson's Guide to Engineering, Science, and Computer Jobs* (Princeton: Peterson's Guides, published annually), industry and trade directories, employment notices, and the Engineering Manpower Commission's internal records of participants in past surveys.

Copies of the survey instruments are provided in the appendices to this report. Usage of EMC's traditional matrix-style survey forms has declined greatly. Most smaller organizations—those with 50 or fewer engineers—now use our alternative "short form" questionnaires, first introduced in 1987, which provide a more convenient way to report their data. Most larger organizations are now providing their information in the form of simple ASCII text files on floppy disks. Since 1987 when EMC first experimented with this form of response, its use has steadily increased; in 1992, information on 64.356 engineers was provided in machine-readable form. We will continue to urge participants, especially the largest ones, to submit their responses this way, as it substantially reduces labor burdens for both the respondents and ourselves, and it helps reduce the effort needed to correct errors from EMC's data entry. We will continue to provide the older matrix-style forms as an alternative for our respondents, however, as long as significant numbers of participants make use of them.

As noted earlier, responses to the survey representing 125,045 engineers were obtained from 250 private sector organizations. In addition, EMC also obtained data on the salaries of 5,577 engineers employed by 19 agencies of federal, state or local governments (salaries for the government engineers are reported separately in *Professional Income of Engineers*). Further processing of the data included these steps:

1. Preliminary tabulations were run to confirm manual counts of the number of responding organizations and the number of engineers represented by the data for each company and industrial sector. Data provided by participants are reviewed to see if implausibly large numbers of engineers have been reported as inexperienced and highly paid, or very experienced and poorly paid, which could be a sign of errors on the respondent's part in compiling the information. Such problems are rare.

2. Participants were assigned to sectors on the basis of their responses to an item on the survey forms that asked each organization to indicate how it should be classified. Many participants were classed in two or more sectors (see the appended list of responding organizations for details). Final sectoral groups were formed only if at least five responding organizations and at least 200 engineers were represented. Participants who did not fall into a conventional industry category, or whose preferred sectors could not be formed, were grouped into three residual categories: other durable goods manufacturers, other nondurable goods manufacturers, and other non-manufacturers. See the table "Distribution of Responses, 1992" below, for a list of the final sectors. In addition, the organizations included in each sector are identified in the appendices.

3. Within sectors, no one responding organization was permitted to account for more than one-half (50 percent) of the data points—number of engineering salaries—reported for the sector. Weighting was used to carry out these adjustments, which have the effect

of limiting the influence of any single organization on the results of the survey. In most cases, the actual effects of these adjustments were negligible, because weighted organizations only rarely vary greatly from others in the same sector in their salary practices.

4. Within sectors, further divisions of the data to isolate such subgroups as supervisors, engineers with master's degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard. In such cases, no salary statistics were generated.

5. Across sectors, in estimates of combined-industry salaries for such groups as all manufacturers, the data were weighted again to bring the sector-by-sector distribution of engineers into line with the actual distribution of engineers in the work force. As in other EMC salary surveys, the basis for this second set of weights is the U.S. Bureau of Labor Statistics' industry-occupation matrix. The matrix is a computer-based model maintained by the Office of Economic Growth at BLS, and accounted for some 1.48 million employed engineers as of 1990. The table, below, on the distribution of responses in 1992 includes the BLS data for the numbers of engineers in the several sectors. Also, weights for the "All Industries" summary are reported. It is apparent that EMC's data base, which is not a random sample, roughly parallels the actual engineering labor force in its distribution among the major types of industries. The unweighted data tend to overrepresent the chemical, petroleum, transportation equipment, other durable goods, research, and utility sectors, and to underrepresent the non-electric machinery, precision instruments, construction, and other non-manufacturing sectors; weights reduce these biases as well as a number of less prominent differences between EMC's data base and the distribution of engineers, as estimated by BLS, in the U.S. industrial economy. We believe that at least some of these distinctions are artifacts caused by differences between BLS and industry in approaches to sectoral classification. For example, BLS continues to include substantial numbers of engineers in a precision instruments group, but we suspect these employers have an increasing propensity to think of themselves as electronics manufacturers.

6. The raw medians, quartiles and other percentiles were developed by straight-line interpolation within salary brackets, rounded to the nearest $50. The median, or 50th percentile, provides an illustration. The median for any ranked distribution is that value that divides the data in half, with 50 percent of the cases above it and 50 percent below. For example, if there are 249 engineers with a given level of experience in a sector, the median salary for this level of experience is the value of the 125th data point. EMC's data are grouped into salary brackets, so calculation requires one to determine which group of salaries contains this median point. Interpolation then yields the final raw result; continuing the example, if the 125th point happens to be the 20th case in the $36,000-$37,999 bracket, and if there are 39 cases in this bracket, then the median value is $37,000. Calculation of the deciles and quartiles is similar, except that in those cases the statistics cut the data into quarters or tenths.

7. Statistics for deciles, quartiles, medians, and means were not computed if the number of data points for those with a given level of experience (years since obtaining the B.S. degree) was either ten or less, or less than one percent of all the cases in the data set; if the data were for supervisors with less than four years of experience; if the data were for engineers with master's degrees and less than two years' experience; or if the data were for engineers with doctoral degrees and less than five years' experience.

NEW DEVELOPMENTS IN CURVE SMOOTHING

As in the past, EMC's final salary statistics were generated from raw results using four-parameter smooth curves computed by the least squares method. Raw statistics were converted, using data across all levels of experience, into curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus the number of years since the first degree). The computational algorithm yields values for the parameters a, b, c and z which minimize the sum of the squares of the differences between the raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Transformed values are used to improve the precision of the computation.

This approach to curve smoothing was adapted by Richard C. Fremon (a former chairman of the Commission and presently an emeritus member) from similar routines he developed for salary curve smoothing at AT&T's Bell Laboratories in the 1960's, and has been used by EMC since 1967. In programming the routines for EMC's computing systems, new wrinkles have been added. Improved handling of values used for beginning and ending salary brackets—in 1992, for salaries of more than $125,000 or less than $22,000 per annum—eliminated difficulties experienced in the past when top salaries for some of the most highly paid engineers, such as senior supervisors in the petroleum industry, tended to be artificially depressed. Also, graphing routines were adjusted so that plotted curves accurately reflect the actual value assumed for the top experience bracket (39 years).

A more fundamental adjustment has been EMC's increasing allowance for the fact that more than one "minimal" sum of squares can be computed for most of these salary data, depending on what values are assumed at the beginning of the process. EMC's traditional program iterated the computations until the sum of the squared differences began to rise; at that point the process ended and the previous results became our published values. In some distributions of the data (for example, when the statistics were dominated by a pair of companies with very dissimilar salary scales) this approach could yield unsatisfactory results. In the more common curve smoothing exercises employed by many corporations to examine compensation practices, such problems can be handled through trial-and-error tests until a satisfactory outcome is reached. That sort of solution is less feasible for EMC, both because of the volume of curves the project generates, and because highly consistent methods are needed to provide a degree of comparability among different results in any one year, as well as among results over time, from one year to the next.

To provide improved results while still adhering to predictable methods, the curve-smoothing program was adjusted in 1987 to test the value of the exponent z, which had been set to begin at 1.0, incrementing until the sums of squares no longer diminished (increments of both 0.1 and 0.2 have been tried; we currently use 0.2 as no improvements can be observed using the smaller and more time-consuming value). When this process was completed for any given set of data, z was inspected to determine if it had only reached a relatively small value (2.0 out of a possible top value, set arbitrarily, of 15.0). If not, the process was automatically restarted, running a second time after re-initializing z to the higher starting value of 2.0.

This change resulted, in almost every case, in the generation of a *pair* of curves—which is to say that EMC's original approach almost always yielded a solution before z had reached a very large value. Restarting the procedure provided a second possible solution and a second set of smooth curves, which were then compared with the original set to choose the one with the best fit to theory (e.g., that salaries should increase most rapidly in early years and flatten with greater experience), as well as a good fit to the original data (that is, the curves should not grossly distort the raw results). The final curves were selected by choosing the version that came closest to the raw data for the starting (less than one year), ten, and 25-year experience brackets (in some cases, adjacent brackets were used to compare the pair of curves, because of obvious sampling problems in the raw data). EMC also computed curves with even higher initialization values of z, for a few cases where continuation of this iterative process resulted in more satisfactory outcomes. By 1990, over 95 percent of the curves depicted in these reports were derived by iterations that were initialized at z = 2.0, and many of the remaining curves were initialized at still higher values.

Note that these procedures only limited the starting points for the curve-smoothing computations; the actual results were generated by whatever value z had reached before the sum of squares began to increase, a value that varied from one curve to the next. In practice, the following outcomes were observed. EMC's traditional (pre-1987) curves, which did not provide for the use of starting values of z that were greater than 1.0 and which usually resulted from iterations that ended before z had reached a value of 2.0, tended to be "peaky" (although the peaks could occur outside the visible portion of a graph, so that some curves appeared as virtually straight lines). Often these curves did not seem to move down enough at the early (beginning) salary levels. The alternative curves, which were computed using higher starting values for z, behaved differently. Usually they conformed more closely to the raw statistics for salaries of new engineers, at least when data were not limited to those with advanced degrees or supervisory responsibilities. These curves flattened out when they reached the higher experience brackets; in most cases, this also improved the fit of the curves to the raw data.

In 1987 EMC also began to present raw salary results as well as the smooth-curve estimates, doubling the amount of information provided by these surveys and enabling more sophisticated interpretations of the statistics. This change has allowed EMC to make distinctions between *factual outcomes for the companies participating in a survey*, which is what the raw statistics are, and *best estimates of the underlying general trends*.

The Commission was still not satisfied with its curve-smoothing methods; least-squares computations entail a number of logical and mathematical difficulties when applied to data on compensation. In particular, the computations are very sensitive to variations in the distribution of a set of engineers across experience brackets, and the curves for supervisors or engineers with M.S. or Ph.D degrees have tended in the past to overestimate rates of compensation for the more recent entrants to the profession.

In 1991, another series of adjustments were implemented to deal with these remaining issues. First, since over 95 percent of our maturity curves were being generated with the higher initialization value of z, we dropped the routine generation of two possible results (pairs of curves). Instead, we adopted a standard default initialization value of 2.0. This permitted significant reductions in the time required to do the computational phase of the project. The results are still inspected for suitability, and alternative initialization values are employed on as as-needed basis. Second, the actual values of z that apply to each finished smoothed maturity curve were captured and displayed as part of the statistics. Note again that these are *final values,* not the *initialization values* discussed above.

Third, to treat the problem of exaggerated compensation estimates for the less experienced people in curves that deal with supervisors or engineers with advanced degrees, we adopted the use of anchor points. In our implementation of this concept, raw salary values are saved for engineers with the least post-baccalaureate experience: non-supervisors who have graduated within the past twelve months with only a B.S. degree. For curve-smoothing purposes, those values are then used in place of the original statistics for engineers with less than one year's experience, for all combinations of supervisor/non-supervisor status and degree level. A dummy value is computed for the number of data points associated with these anchoring statistics, by applying the proportion of engineers with less than one year's experience in the non-supervisory B.S. group to the other data sets. Once smoothed values are computed, the original raw data for engineers with less than one year of experience are restored, so the procedure does not wipe out any information.

The effect of this change is to "anchor" curves to actual starting salaries, thus lowering estimates for engineers with less experience, especially for data sets for supervisors or holders of advanced degrees. Long-time users of these reports will need to allow for this change when they compare EMC's results for 1991 and 1992 with statistics from our earlier reports. We believe the adjustment significantly improves the accuracy of maturity curves, which are widely used as a means to assess the compensation of engineers.

These refinements continued in 1992. To exercise still more control over the crucial parameter z, our software hase been modified to support custom specifications of both the initialization and upper limit values of this variable, allowing repeated trials to find a curve-smoothing solution yielding optimal results. Additional improvements are planned.

PRESENTATION OF RESULTS

Curves and tables in this report are arranged in a hierarchy, starting with the broadest grouping ("All Industries") and then working through specific sectors, to the extent permitted by the data and the rules and conventions discussed above.

The "All Industries" data are extensive, and include details for supervisors, non-supervisors, and variations by size of employer and region of the nation. Next, data are presented for "All Manufacturing Industries," and for the industrial sectors that are in that group. The report concludes with a similar section for "All Non-Manufacturing Industries."

The table of contents for this report can assist users in locating comparative data of interest. The specific participating organizations in each sector are identified in the appendices, so that users can better judge the applicability of the information given for a particular sector to their own situations.

The tabulations accompanying the curves include mean salaries (not plotted) and the distribution of the cases among the various experience brackets. The tables also list the numbers of cases falling in the extreme salary brackets (for industry data in 1992, less than $22,000 or more than $125,000). The tabulations also provide summary data for salaries across all experience brackets. Such broad statistics are unlikely to be applicable to specific engineers, but they are useful in assessing differences among groups. Since these data are now routinely provided in the tables, the brief discussion of overall salary outcomes that was once included in these introductions has been dropped from this text.

Data provided by participants in EMC salary surveys are confidential. Only aggregates are presented. Only EMC staff have access to completed forms. Forms do not identify salaries of particular persons.

DEFINITIONS

1. Industrial Sectors and Combined Groupings:

All Industries includes all participating organizations, except agencies of local, state or federal government, in the 1992 EMC salary survey.

All Manufacturing includes the following industrial sectors: basic metals; chemicals; electric, electronic, and computing equipment; fabricated metal products; non-electric machinery; petroleum; precision instruments; transportation equipment; other durable goods manufacturers; and other nondurable goods manufacturers. EMC's traditional data set for aerospace is still present! It will be found as a subgroup of the transportation equipment group.

Electric, Electronic and Computing Equipment is a summary grouping; in addition, separate reports are provided for manufacturers of electrical machinery, electronic equipment, and computing hardware or software.

Transportation Equipment is a summary grouping which includes aerospace, automotive, and shipbuilding manufacturers; as noted above, a separate report is provided for the aerospace industry.

Other Durable Goods Manufacturing and *Other Nondurable Goods Manufacturing* are residual sectors. They include organizations who judged that their businesses did not fit into any of the more traditional industrial sector categories; they also include additional organizations whose preferred sectors could not be formed due to a lack of a sufficient number of responding employers, data points, or both. "Durable Goods" are those with a normal usable life of at least three years. For 1992, this residual category includes manufacturers of ceramic products and lumber and wood products; mining companies; and other durable goods manufacturers that do not fit into the other categories used for EMC's surveys. "Nondurable Goods" are those with a shorter usable life, and include paper, textiles, tires and other fabricated rubber products, and food and agricultural products.

Non-Manufacturing Industries is a summary group that includes communication services and utilities, construction, consulting and engineering services, electric and gas utilities, research organizations, and a miscellaneous residual group of "other" non-manufacturing organizations (see below).

Consulting and Engineering Services is a summary group; reports are provided on both components, and also on a sub-group of environmental consulting and services organizations.

Electric and Gas Utilities is a summary group; separate reports are also provided for electrical utilities (which include combined electric and gas utilities), and for gas utilities (principally pipeline companies).

Other Non-Manufacturing is a residual group for non-manufacturing participants whose preferred classifications could be not formed, due to lack of sufficient data. In 1991, the group includes companies or organizations in business/trade/publishing, and professional societies; insurance companies account for the majority of these cases.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A list of the regional classifications used in this report is included at the beginning of the tabulations by region.

2. Chart Data (a facsimile chart is provided in the appendices for readers wishing to plot their own data):

The *median* is the point in a ranked array that is the midpoint of the series: the 50th percentile. *Quartiles* are points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile. *Deciles* are points in ranked arrays that divide the series into tenths. The lower decile is the 10th percentile; the upper decile is the 90th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience, but rarely used in analyses of income data, because means are sensitive to extreme values, while medians are not.

Supervisors: those "whose duties are primarily managerial or supervisory," whether or not they currently work in engineering positions. Some participating organizations indicate that they do not report salaries of top managers. Precise definitions of "supervisor" vary from one organization to the next.

Years Since Baccalaureate Degree: a measure of experience. In 1992, an engineer with zero years of experience received the bachelors' degree in 1991 or the first quarter of 1992. Engineers with more experience may have been working or may have been pursuing advanced degrees.

3. Data on Bonuses and Other Forms of Special Compensation:

One-time special payments have become a more common component of engineering pay. EMC has traditionally tracked base salaries only. Since 1989, however, EMC's survey has included a special question to estimate the percentage of supervisors and non-supervisors who received additional special compensation, in recognition of the trend toward increased use of bonuses. The item applies to the previous year (1991, for the 1992 survey); the question is necessarily retrospective, since 1992 bonuses would not have been paid at the time of the study. Results for this item are reported in the table on the following page. Data for this item from EMC's previous compensation surveys are also included.

PERCENTAGES OF ENGINEERS WHO RECEIVED BONUSES OR OTHER FORMS OF SPECIAL INCENTIVE COMPENSATION, 1989 through 1991:

	Supervisors:			Non-Supervisors:			All Engineers:		
Industry Group:	1989	1990	1991	1989	1990	1991	1989	1990	1991
All Industries	61.2%	31.6%	40.4%	22.0%	11.9%	53.9%	37.1%	23.4%	50.2%
All Manufacturing	32.6	6.6	40.7	30.4	14.9	52.5	30.8	9.9	49.1
Basic Metals*	64.1	-	2.1	60.9	-	1.6	62.1	-	1.9
Chemicals/Drugs/Plastics	40.8	19.7	20.7	34.8	25.1	41.1	36.7	22.8	30.8
Electrical/Electronics/Computers	19.9	11.3	20.5	28.1	6.1	53.8	26.9	8.6	47.2
Electrical Machinery	23.2	32.3	93.3	14.7	32.2	80.2	17.5	32.3	84.0
Electronic Equipment	11.8	2.3	12.6	28.7	0.5	55.2	26.8	1.3	47.4
Computing Systems	32.1	28.7	13.1	9.1	4.8	3.1	13.3	12.4	6.2
Fabricated Metal Products	5.6	13.1	1.3	2.9	0.0	4.0	3.7	7.4	2.3
Non-Electric Machinery	29.3	27.4	20.7	4.6	31.2	41.1	12.2	27.7	30.8
Petroleum	2.5	1.9	1.4	0.1	0.0	0.6	0.9	1.1	1.0
Precision Instruments*	26.8	-	-	0.8	-	-	6.1	-	-
Transportation Equipment*	-	0.8	69.0	-	2.4	58.8	-	1.1	61.3
Aerospace	6.6	14.9	4.0	0.5	2.5	12.0	1.1	4.6	11.0
Other Durable Goods	22.8	10.8	10.3	3.1	0.0	6.8	6.6	3.1	7.4
Other Nondurable Goods	13.6	29.0	22.6	4.6	9.2	7.1	8.6	13.7	10.3
All Non-Manufacturing	69.5	64.5	37.9	13.3	8.8	50.4	41.2	39.9	47.4
Communication Services	8.1	9.1	30.9	5.5	12.3	-	6.6	11.1	15.1
Construction	11.2	6.6	0.5	0.8	0.0	28.0	4.3	2.2	16.7
Consulting/Engineering Services	31.7	38.4	8.5	13.3	3.8	10.7	18.8	17.0	10.1
Consulting	40.3	40.3	8.7	20.4	2.4	17.6	27.2	19.2	14.6
Engineering Services	23.0	40.1	4.3	5.7	4.0	3.4	10.9	18.7	3.6
Environmental Services*	-	44.8	44.0	-	31.2	17.1	-	41.8	23.0
Electric/Gas Utilities	37.5	18.2	35.8	15.6	17.0	24.9	21.6	17.5	28.5
Electric Utilities	35.8	17.5	34.3	16.0	17.2	26.1	21.5	17.3	28.8
Gas Utilities	66.4	48.3	76.0	5.7	0.5	2.6	24.6	27.7	22.0
Research Organizations	84.0	87.7	69.4	12.8	1.9	80.2	58.1	69.7	78.4
Other Non-Manufacturers	1.7	76.9	32.5	3.0	3.3	4.9	2.5	16.7	11.1

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*NOTES: This item was included for the first time in EMC's 1989 compensation surveys, and more organizations have subsequently responded to it. All calculations exclude companies that did not provide this information. Because some companies are counted in more than one sector, the percentages from one group to another—and from components of summary groups to the summary categories themselves—are not mutually exclusive. No separate sector was formed for basic metals in 1991; no separate sector was formed for precision instruments in 1991; the transportation equipment grouping and the environmental services sector were first formed in 1991.

DISTRIBUTION OF RESPONSES, 1992

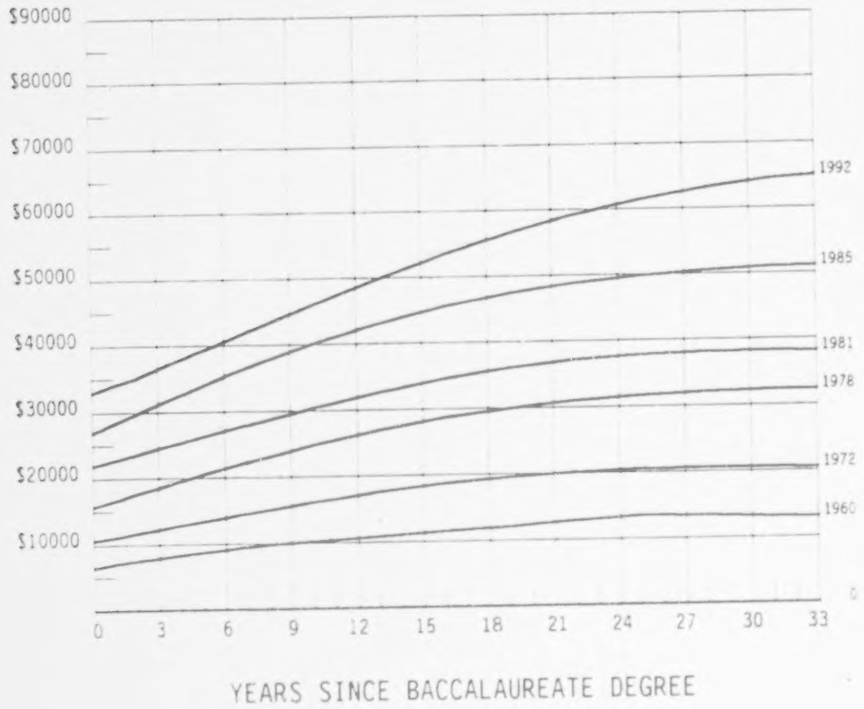
	Distribution, counting multiple assignments of establishments to more than one sector		Distribution, counting each establishment in its primary sector only		Weighting, based on primary-only assignments	
Industry Group:	Participating Organizations:	Engineers Represented:	Participating Organizations:	Engineers Represented:	All Employed Engineers (BLS Data for 1990):	Sector Weight:
All Industries	250	125,045	250	125,045	1,281,805	N/App
All Manufacturing	120	75,924	112	73,048	765,249	N/App
Basic Metals	5	1,107	4	571	16,796	2.869552
Chemicals/Drugs/Plastics	13	20,449	10	12,760	44,421	0.339611
Electrical/Electronics/Computers	45	18,512	34	10,674	212,878	1.945574
Electrical Machinery	8	1,036	6	951	-	-
Electronic Equipment	29	16,298	22	9,313	-	-
Computers	8	1,178	6	410	-	-
Fabricated Metal Products	19	2,643	13	1,166	27,609	2.309917
Non-Electric Machinery	9	336	8	235	66,609	27.65090
Petroleum	11	9,470	10	8,895	29,079	0.318917
Precision Instruments	7	943	2	77	109,924	139.2663
Transportation Equipment	18	34,290	15	34,090	200,878	0.574843
Aerospace	12	8,519	9	8,319	-	-
Other Durable Goods	10	4,286	8	2,957	13,785	0.454778
Other Nondurable Goods	8	1,623	8	1,623	43,270	2.600834
All Non-Manufacturing	147	54,622	138	51,997	516,556	N/App
Communication Services	7	3,152	7	3,152	33,529	1.037716
Construction	8	3,741	2	247	23,593	9.318169
Consulting/Engrg Services	68	19,777	55	14,264	258,608	1.768662
Consulting	49	11,813	41	9,037	-	-
Engineering Services	28	12,618	14	5,227	-	-
Environmental Services	8	337	-	-	-	-
Electric/Gas Utilities	43	12,221	42	12,206	39,281	0.313944
Electric Utilities	37	11,798	37	11,798	-	-
Gas Utilities	6	423	5	408	-	-
Research Organizations	28	22,547	23	21,851	56,701	0.253141
Other Non-Manufacturing	9	277	9	277	104,844	36.92395

NOTES: totals in specific tables may not exactly match these numbers, due to rounding in the weighting process. Additional weights, not depicted here, were used for the "All Manufacturing" and "All Non-Manufacturing" groups. Data for engineers in government are not used in this table; those figures add 201,209 engineers to the BLS work force estimates. In general, statistics from the current (1990) BLS Industry-and-Occupation Matrix have been regrouped here, to accomodate EMC's broader sectoral definitions.

SALARY TREND CURVES—1960-1992

Note: salaries represented on trend curves have been taken from the EMC publication *Professional Income of Engineers* for the selected year. Industry groupings and their titles have varied to an extent from report to report. All curves for years prior to 1968 are based on raw data (please see the discussion of curve smoothing in the introduction).

SELECTED INDUSTRY MEDIANS: AEROSPACE

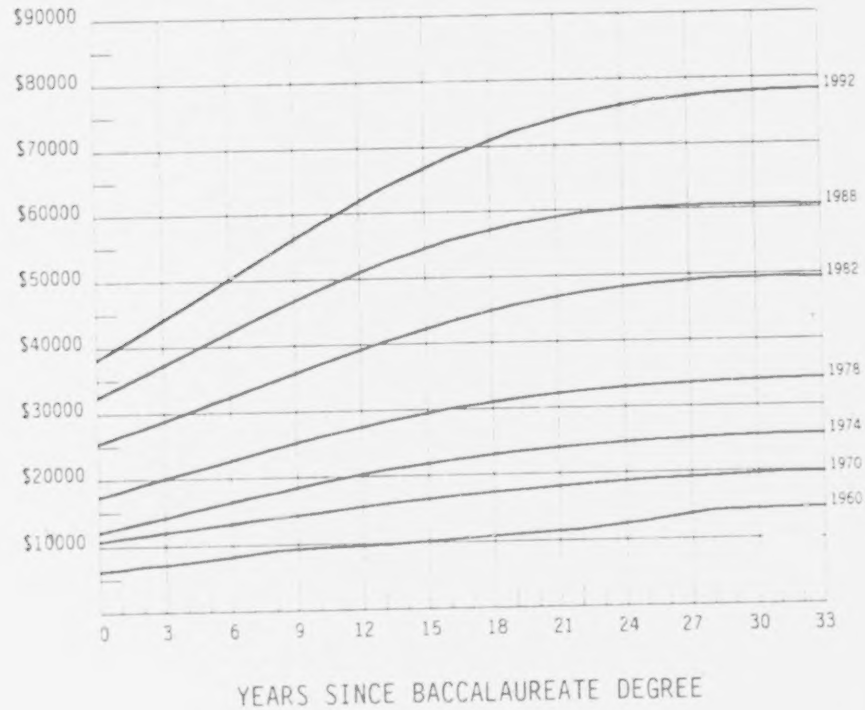


SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992*	33000	34150	35150	36500	37850	39200	40550	41900	43300	45950	49800	53400	56550	59250	61450	63200	64500	66350
1985	26950	28350	29800	31200	32550	33900	35250	36500	37750	40050	43050	45500	47400	48800	49800	50500	51050	51350
1981	21950	22800	23650	24500	25350	26200	27100	27950	28750	30400	32650	34550	36050	37150	37800	38150	38250	37900
1978	15750	16700	17650	18600	19550	20550	21400	22300	23150	24800	26950	28700	30000	31000	31650	32050	32350	32450
1972	10650	11150	11700	12300	12850	13400	13950	14550	15100	16150	17600	18750	19600	20150	20500	20600	20600	20400
1960	6450	7150	7575	7925	8325	8725	9050	9525	9875	10275	10850	11600	12075	12900	13500	13375	13175	12650

* Note: values for zero- and first-year salaries estimated from data on nonsupervisors with B.S. degrees. See pp. 163-168.

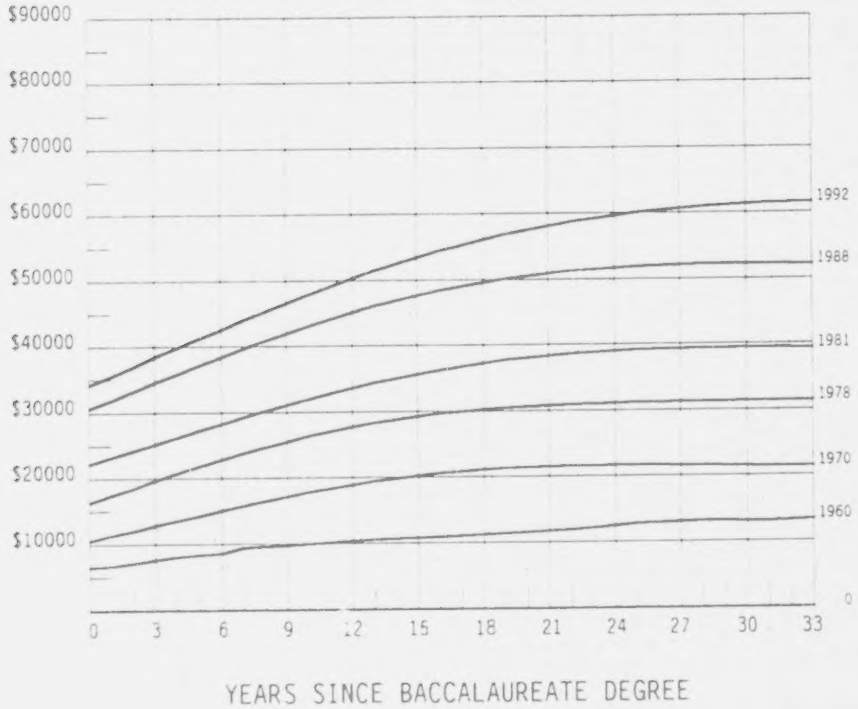
SELECTED INDUSTRY MEDIANS: CHEMICALS, DRUGS & PLASTICS



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	38250	40200	42150	44150	46150	48200	50250	52300	54300	58250	63700	68400	72150	74850	76600	77650	78150	78250
1988	32500	34100	35700	37300	38950	40600	42200	43800	45400	48400	52400	55650	58000	59550	60350	60650	60650	60050
1982	25550	26650	27750	28900	30050	31250	32400	33600	34800	37100	40400	43300	45650	47450	48650	49300	49550	49150
1978	17508	18350	19250	20150	21050	21900	22800	23650	24500	26150	28300	30100	31500	32550	33250	33700	34050	34250
1974	12150	12900	13600	14350	15100	15800	16550	17250	17900	19200	20950	22350	23450	24300	24900	25300	25600	25600
1970	10850	11250	11650	12050	12450	12850	13250	13650	14050	14800	15900	16850	17700	18400	19000	19400	19800	20100
1960	6325	6575	7075	7200	7575	7900	8250	8700	9125	9550	9825	10375	11125	11675	12800	14200	14450	15150

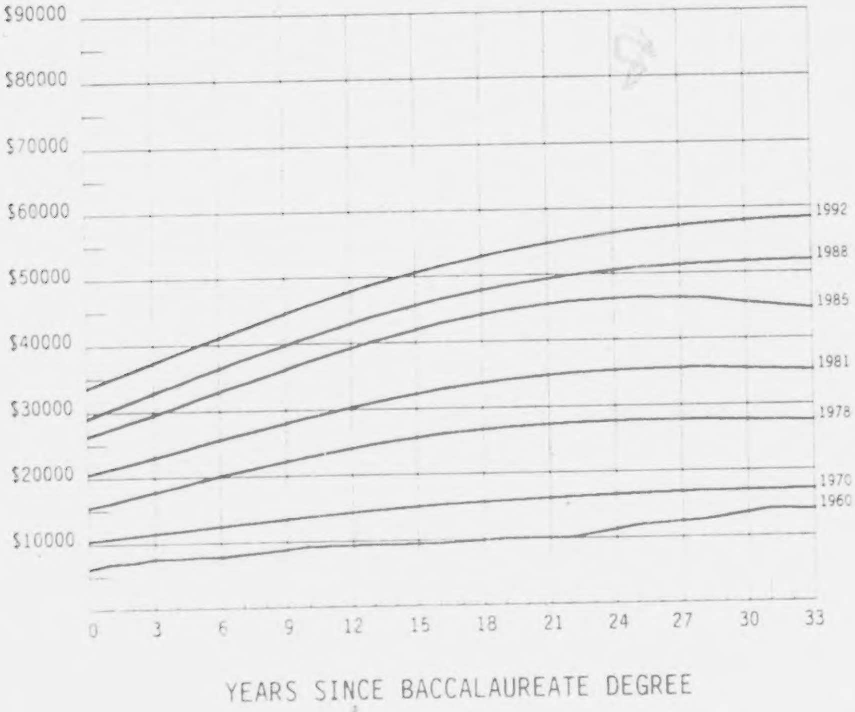
SELECTED INDUSTRY MEDIANS: ELECTRICAL/ELECTRONIC/COMPUTERS



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	34250	35600	37000	38450	39850	41250	42600	44000	45350	47900	51450	54450	56900	58750	60050	60950	61500	62000
1988	30650	31950	33250	34550	35850	37150	38400	39650	40850	43100	46100	48450	50150	51300	51950	52250	52250	52000
1981	22250	23250	24250	25250	26250	27300	28300	29250	30200	32000	34400	36300	37750	38650	39200	39400	39450	39200
1978	16400	17500	18600	19700	20800	21850	22850	23850	24750	26400	28350	29650	30500	30950	31200	31300	31350	31350
1970	10600	11350	12100	12850	13600	14350	15100	15850	16550	17900	19500	20600	21300	21600	21650	21600	21450	21300
1960	6575	6725	7200	7675	8075	8375	8650	9375	9575	10000	10550	10900	11350	11900	12765	13125	13075	14000

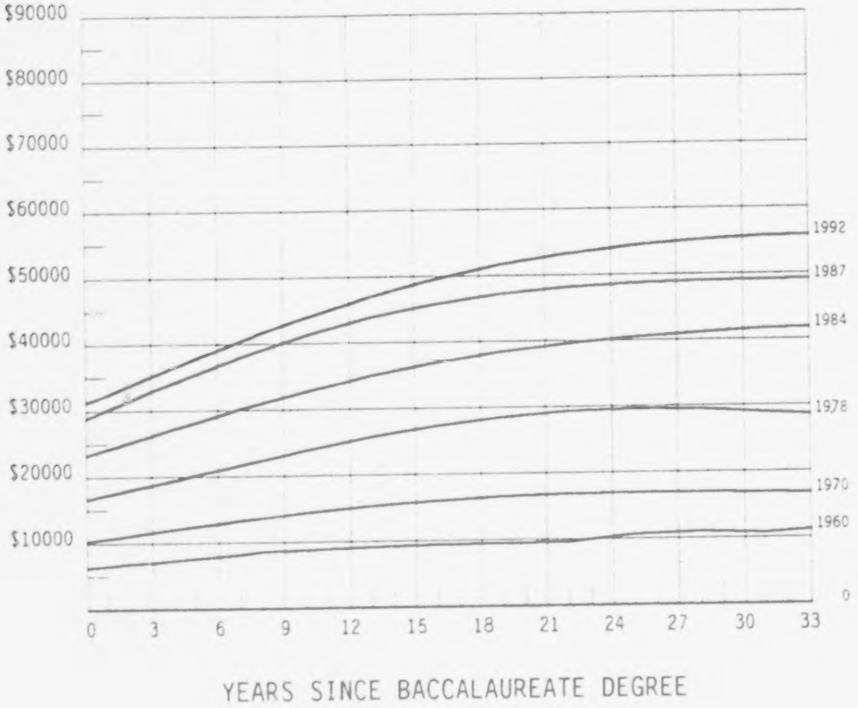
SELECTED INDUSTRY MEDIANS: FABRICATED METAL PRODUCTS



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	33700	34900	36150	37400	38650	39900	41100	42300	43500	45750	48850	51500	53700	55400	56700	57600	58200	58900
1988	29200	30400	31600	32850	34050	35250	36450	37650	38800	41000	44000	46500	48450	49900	50900	51500	51850	52050
1985	26400	27450	28550	29600	30700	31850	32950	34050	35150	37300	40300	42850	44750	45950	46400	46200	45200	42550
1981	20600	21450	22250	23100	23950	24800	25650	26450	27300	28900	31050	32850	34250	35150	35600	35700	35400	34450
1978	15550	16300	17050	17850	18600	19350	20150	20850	21600	22950	24700	26100	27000	27550	27800	27800	27650	27250
1970	10500	10850	11200	11550	11850	12200	12550	12850	13200	13800	14650	15350	15950	16400	16700	16950	17100	17150
1960	6275	6925	7125	7675	7625	7850	7825	8225	8450	9275	9375	9550	10100	10125	11925	12600	14100	14000

SELECTED INDUSTRY MEDIANS: NON-ELECTRIC MACHINERY

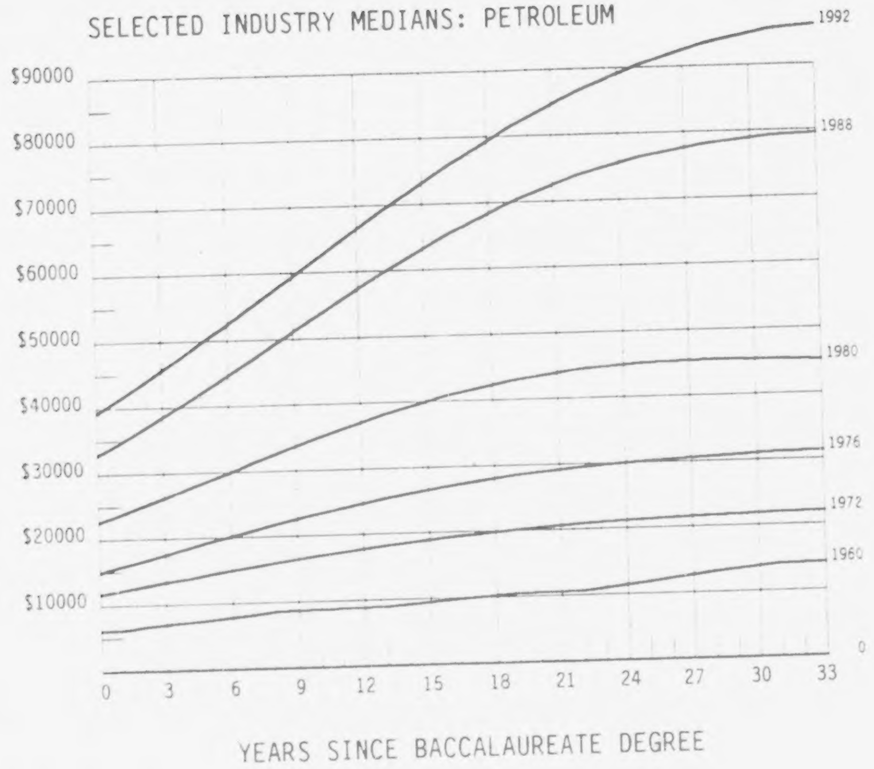


SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992*	31300	32450	33850	35200	36550	37850	39150	40400	41650	43950	47000	49600	51700	53250	54400	55200	55700	56100
1987	28900	30250	31600	32950	34250	35500	36750	38000	39150	41250	43900	45900	47300	48150	48700	48950	49100	49150
1984	23250	24250	25250	26250	27250	28200	29150	30100	31000	32700	35000	36950	38450	39650	40500	41150	41650	42050
1978	16700	17400	18100	18800	19500	20250	21000	21700	22400	23800	25750	27350	28550	29300	29600	29500	28950	27600
1970	10350	10800	11200	11650	12100	12500	12900	13300	13700	14450	15400	16100	16600	16850	17000	16950	16850	16600
1960	6300	6625	6950	7050	7350	7625	7950	8175	8675	8800	9150	9425	9500	9600	10700	10975	10800	12275

* Note: zero-year value estimated from data on non-supervisors with B.S. degrees. See pp. 144-146.

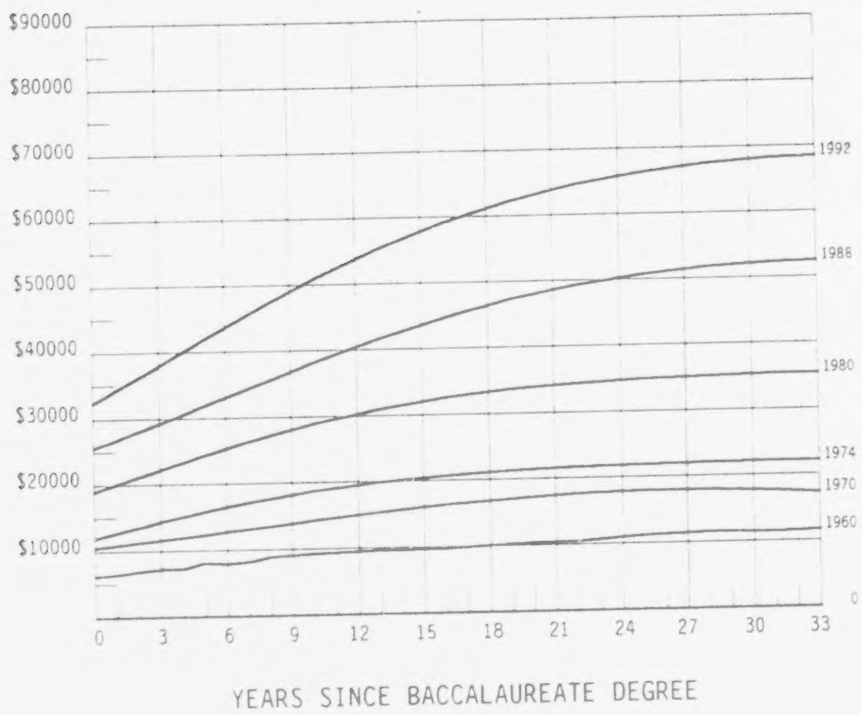
SELECTED INDUSTRY MEDIANS: PETROLEUM



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	39250	41300	43450	45600	47850	50100	52400	54750	57100	61800	68800	75400	81350	86400	90400	93400	95400	97350
1988	32900	34700	36600	38550	40550	42600	44700	46800	48950	53250	59500	65150	69950	73750	76450	78250	79300	80150
1980	22700	23850	25050	26250	27500	28750	30000	31250	32500	34900	38200	41000	43050	44450	45200	45450	45300	44700
1976	15050	15900	16750	17600	18500	19350	20200	21000	21850	23350	25450	27150	28500	29500	30250	30750	31200	31450
1972	11750	12300	12850	13400	13900	14450	15000	15500	16000	16950	18200	19300	20150	20850	21350	21700	22000	22200
1960	6250	6250	6700	6975	7325	7525	7925	8225	8600	8825	9025	9750	10450	10650	11800	13200	14100	14800

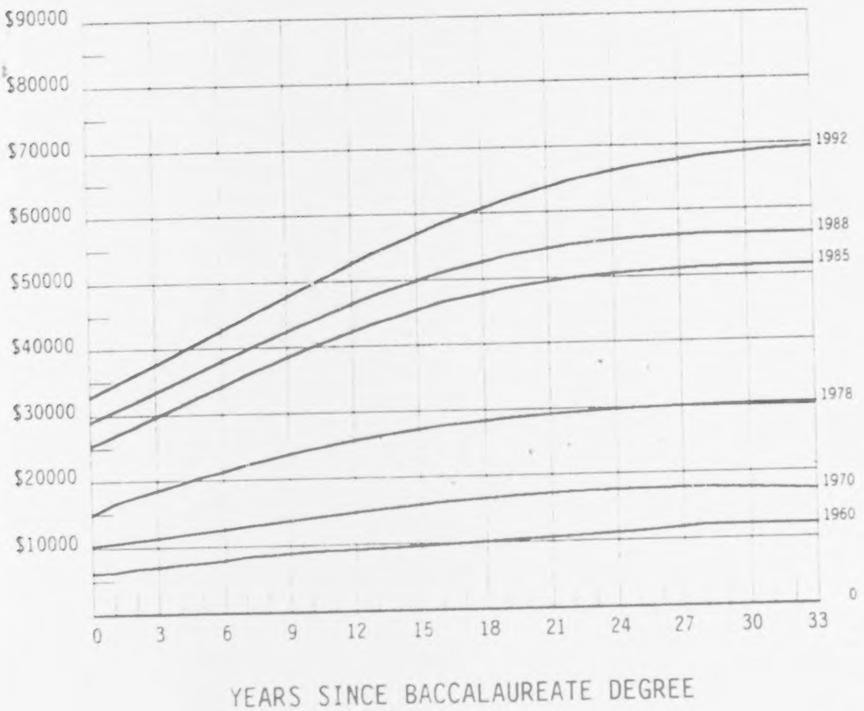
SELECTED INDUSTRY MEDIANS: CONSTRUCTION



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	32350	34200	36100	38000	39900	41750	43650	45450	47250	50650	55250	59100	62200	64600	66350	67550	68300	69000
1988	25600	26800	28000	29250	30500	31800	33050	34350	35600	38100	41600	44650	47250	49250	50700	51700	52300	52900
1980	19050	20100	21200	22250	23300	24350	25350	26300	27200	28900	30950	32550	33650	34350	34850	35150	35350	35450
1974	12000	12800	13600	14400	15150	15850	16500	17150	17700	18750	19950	20750	21350	21700	21900	22050	22100	22150
1970	10550	10900	11250	11650	12000	12400	12800	13150	13550	14300	15400	16350	17100	17650	17950	18000	17650	16450
1960	6200	6500	6925	7275	7275	8050	7925	8225	8850	9275	9600	9675	10300	10525	11200	11600	11450	12250

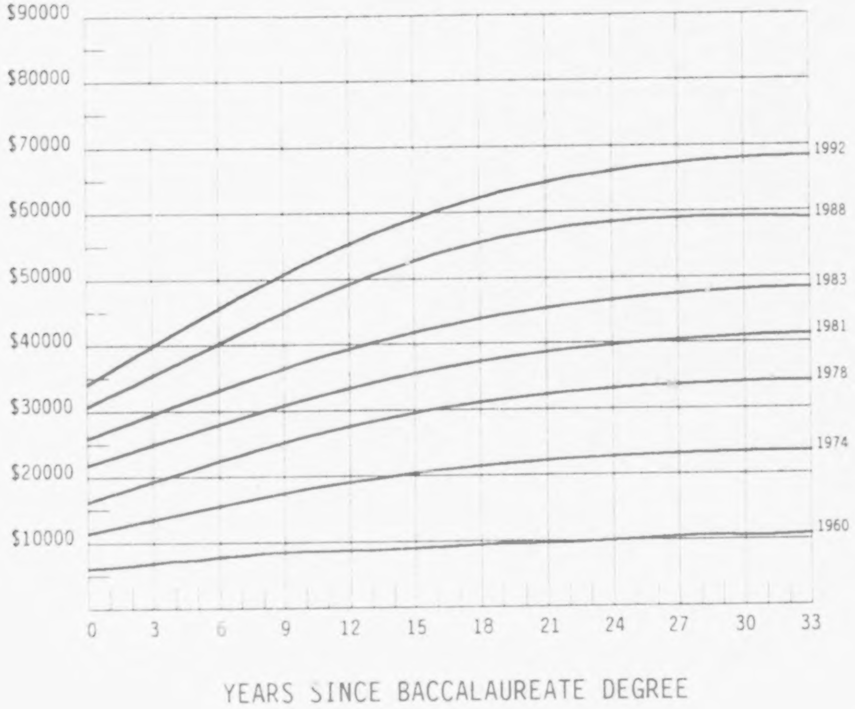
SELECTED INDUSTRY MEDIANS: CONSULTING & ENGINEERING SERVICES



SELECTED ENGINEERING SALARY STATISTICS:

Survey Year:	Years Since B.S. Degree: 0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	32900	34450	36100	37700	39400	41050	42750	44450	46150	49450	54200	58400	61950	64800	66850	68300	69200	70150
1988	29100	30550	32000	33500	35050	36550	38100	39600	41050	43950	47800	51000	53400	55000	55950	56350	56400	56050
1985	25400	26850	28300	29800	31300	32800	34250	35750	37150	39900	43500	46450	48550	49950	50800	51250	51450	51450
1978	15050	16650	17650	18600	19550	20500	21350	22250	23050	24500	26350	27750	28750	29450	29950	30200	30400	30500
1970	10300	10650	11050	11400	11800	12200	12550	12950	13350	14100	15200	16150	16900	17450	17700	17750	17500	16500
1960	6250	6350	6825	7050	7400	7600	7925	8425	8675	9075	9350	9825	10300	10775	11325	12100	12100	12000

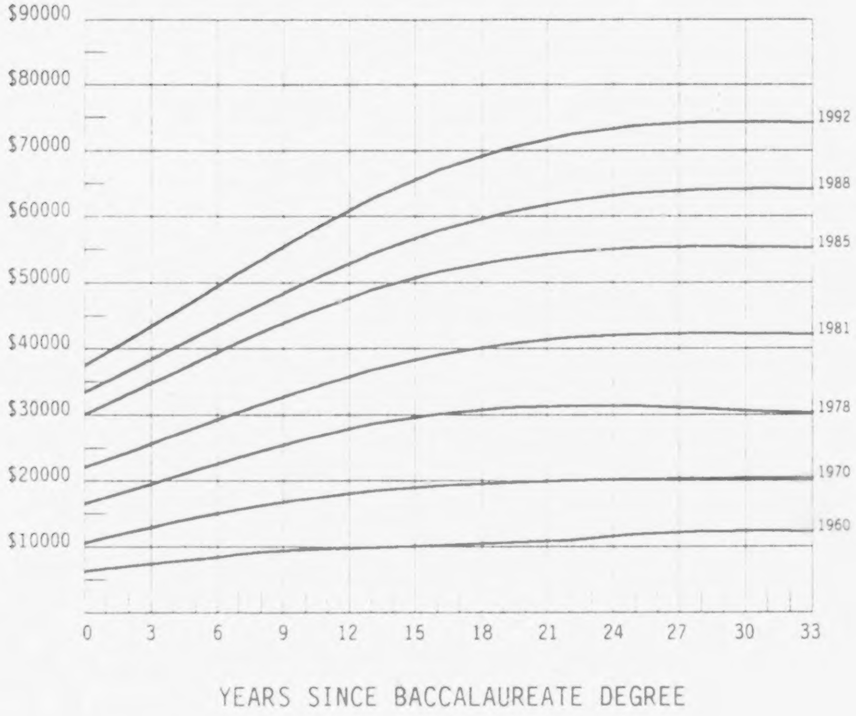
SELECTED INDUSTRY MEDIANS: ELECTRIC & GAS UTILITIES



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	34150	36100	38050	39950	41900	43750	45600	47450	49200	52450	56800	60400	63200	65250	66700	67700	68250	68700
1988	30800	32350	33900	35500	37100	38700	40300	41900	43500	46500	50550	53850	56300	57900	58800	59200	59200	58700
1983	25950	27200	28400	29600	30850	32000	33200	34300	35400	37500	40250	42600	44450	45850	46950	47700	48300	48700
1981	21900	22900	23900	24950	25950	27000	28000	28950	29950	31750	34200	36250	37900	39100	40000	40650	41150	41500
1978	16300	17300	18350	19400	20400	21450	22450	23400	24350	26100	28400	30200	31600	32600	33300	33750	34100	34300
1974	11450	12150	12850	13550	14250	14950	15600	16300	16900	18100	19600	20850	21750	22450	22900	23250	23450	23600
1960	6150	6325	6600	6950	7250	7425	7775	8025	8350	8575	8750	9125	9575	9725	10100	10650	10575	11550

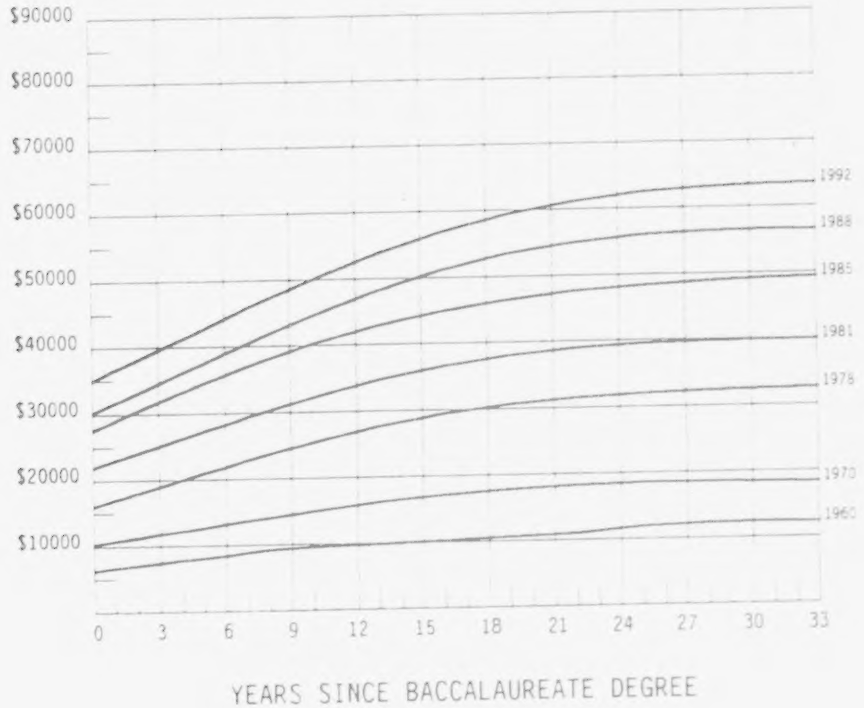
SELECTED INDUSTRY MEDIANS: RESEARCH ORGANIZATIONS



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	37550	39450	41450	43450	45450	47500	49550	51550	53550	57400	62650	67000	70250	72450	73750	74300	74350	73800
1988	33500	35150	36800	38450	40150	41850	43550	45200	46850	50050	54300	57900	60550	62400	63550	64050	64250	63950
1985	30100	31650	33250	34850	36400	38000	39550	41100	42550	45350	48900	51650	53550	54700	55300	55450	55350	55050
1981	22100	23250	24450	25650	26900	28100	29300	30500	31650	33900	36800	39100	40750	41750	42250	42400	42300	41950
1978	16650	17600	18600	19600	20650	21650	22650	23650	24600	26400	28600	30150	31100	31400	31350	31050	30500	29800
1970	10650	11450	12250	13000	13750	14450	15150	15750	16350	17300	18450	19250	19750	20050	20250	20350	20450	20450
1960	6300	6725	7125	7475	7800	8100	8450	8900	9250	9625	9875	10275	10700	11000	11925	12350	12450	12175

SELECTED INDUSTRY MEDIANS: ALL INDUSTRIES

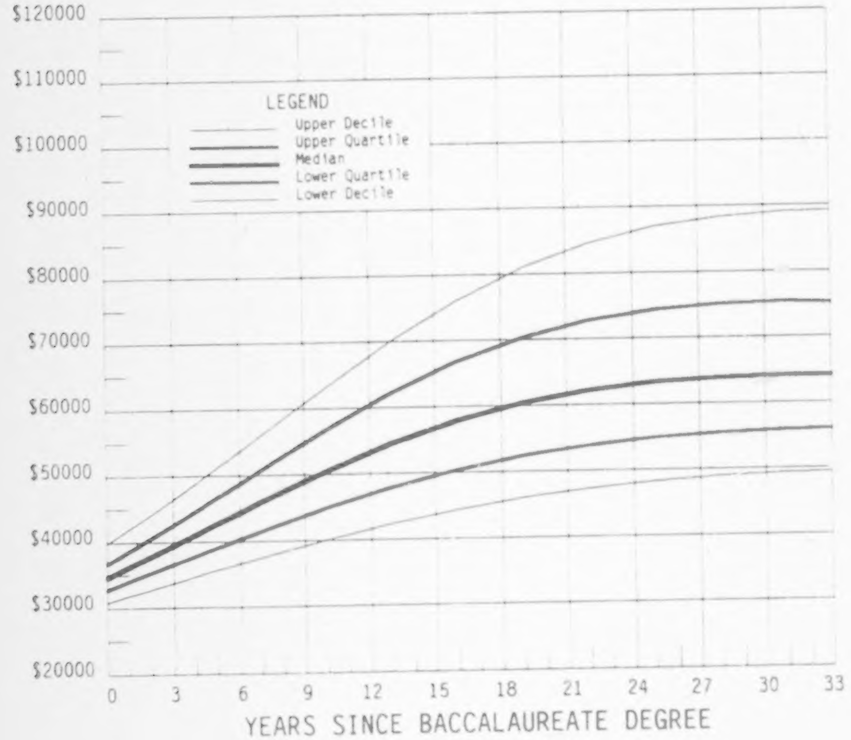


SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1992	35050	36600	38100	39650	41200	42700	44250	45750	47200	50000	53800	57000	59450	61250	62450	63150	63500	63650
1988	30250	31650	33100	34600	36050	37500	39000	40400	41850	44550	48200	51200	53500	55050	56000	56450	56600	56400
1985	27600	29000	30450	31850	33200	34500	35750	37000	38150	40250	42900	45000	46500	47550	48400	48900	49250	49450
1981	22000	23050	24100	25150	26200	27250	28300	29300	30300	32150	34650	36600	38050	39000	39600	39850	39950	39800
1978	16100	17050	18050	19000	20000	20950	21900	22850	23750	25450	27650	29400	30650	31500	32000	32350	32550	32650
1970	10350	10850	11300	11800	12250	12750	13250	13700	14150	15050	16250	17200	17900	18350	18550	18600	18450	18100
1960	6300	6725	7125	7475	7800	8100	8450	8900	9250	9625	9875	10275	10700	11000	11925	12350	12450	12175

CURVES AND TABLES FOR ALL INDUSTRIES

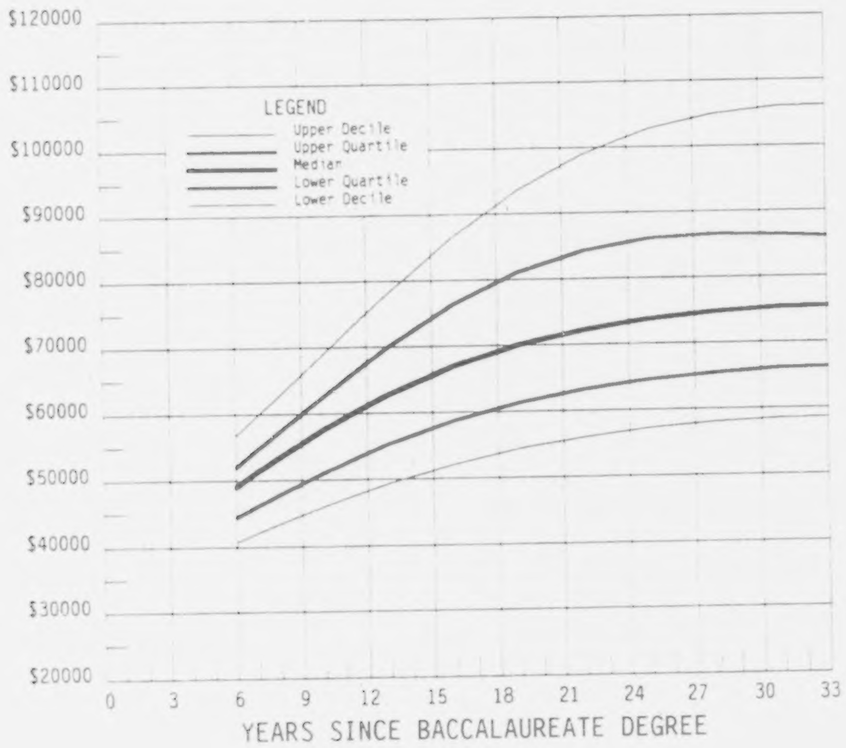
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39750	41900	44150	46400	48750	51150	53550	56000	58400	63200	70000	76000	80900	84500	86950	88350	89050	89250	75100	2.2
Upper Quartile	36700	38600	40550	42550	44600	46650	48700	50750	52800	56750	62200	66800	70300	72800	74300	75050	75300	74950	63000	2.2
Median	34600	36200	37800	39450	41050	42700	44300	45900	47450	50450	54500	57850	60400	62200	63300	63900	64150	64000	52150	2.2
Lower Quartile	32750	34050	35300	36550	37800	39050	40300	41500	42650	44900	47900	50400	52400	53850	54850	55500	55900	56200	43250	2.2
Lower Decile	30850	31850	32800	33750	34700	35650	36600	37500	38350	40050	42350	44350	46000	47250	48200	48900	49300	49650	36850	3.6
Mean	34950	36550	38200	39850	41500	43150	44800	46500	48100	51300	55650	59450	62450	64750	66300	67300	67850	68250	54900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42300	41150	46550	46100	47200	52000	54050	55800	57500	63050	71500	76000	78250	84350	87950	89650	88250	89650	75100	
Upper Quartile	37250	38700	41450	43000	43300	46300	49750	50950	52200	57050	62600	66400	68350	73150	75200	75800	74150	75500	63000	
Median	34950	36000	38300	39300	39800	42000	45200	46250	47500	50950	54650	57600	59150	62650	63300	64300	64100	64200	52150	
Lower Quartile	33300	34450	35350	36050	36300	37750	41350	41600	42800	45600	48150	50050	51150	54400	54200	56700	56900	55650	43250	
Lower Decile	32050	32300	32600	32600	33300	33900	37750	37400	38250	40550	43350	44850	45150	47100	47950	50200	49500	48350	36850	
Mean	36250	36600	39000	39500	40250	42050	45650	46500	47750	51600	56200	59350	61100	65400	66600	68300	67650	67800	54900	
Supporting Data																				
Total Number	2671	4470	4544	4213	4170	4886	5667	5449	4673	14738	12500	9856	10338	9154	7251	6111	5455	8900	125045	
$125,000 or More	0	0	0	0	2	0	0	0	0	2	3	10	19	67	72	49	51	126	402	
Less Than $22000	0	2	2	0	0	1	0	0	4	1	0	1	0	1	0	0	0	2	14	

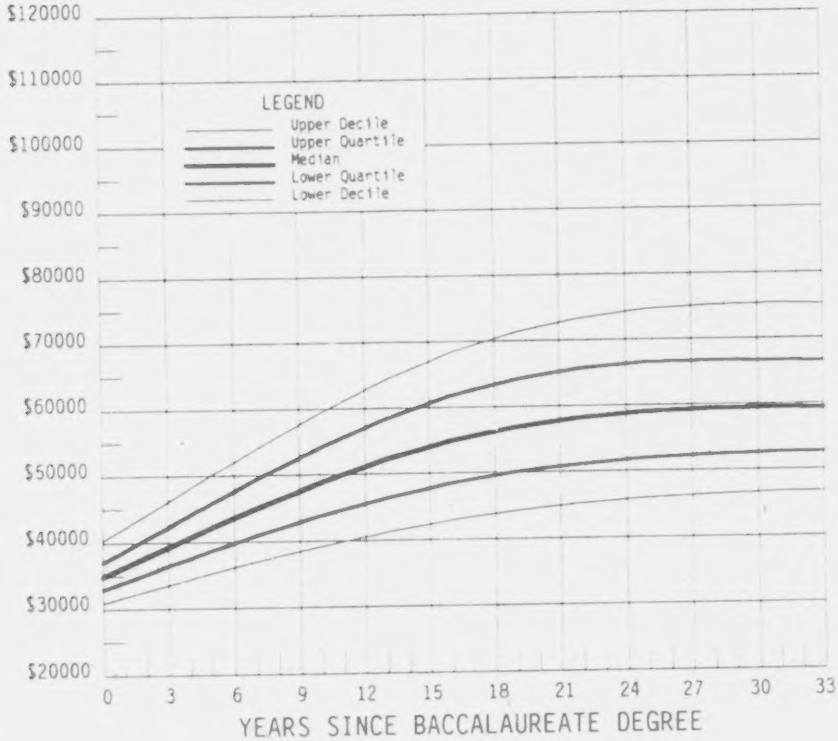
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
								Smooth Curve Data												
Upper Decile	0	0	0	0	0	0	56650	59650	62750	68950	78100	86500	93550	98950	102700	104900	106000	106350	92100	2.2
Upper Quartile	0	0	0	0	0	0	52000	54650	57300	62550	70000	76300	81100	84250	86000	86550	86400	85100	78450	2.2
Median	0	0	0	0	0	0	49050	51300	53500	57550	62800	66950	70050	72250	73750	74750	75300	75750	67800	3.8
Lower Quartile	0	0	0	0	0	0	44400	46200	47900	51100	55300	58700	61300	63250	64600	65500	66050	66550	57500	3.6
Lower Decile	0	0	0	0	0	0	40650	42050	43450	46000	49400	52150	54350	56000	57200	58000	58450	58900	50150	3.6
Mean	0	0	0	0	0	0	49400	51700	54000	58300	64000	68700	72400	75100	77050	78300	79100	79750	70050	3.6
							Raw (Unsmoothed) Statistics													
Upper Decile	0	0	0	0	0	0	59300	60500	64300	71200	79000	85200	87850	98950	102750	108900	108500	106750	92100	
Upper Quartile	0	0	0	0	0	0	57050	53900	58400	63800	72450	75600	76050	83200	86450	86850	86750	87650	78450	
Median	0	0	0	0	0	0	51700	47100	51750	57800	64650	66950	66800	74050	76350	75200	74250	74850	67800	
Lower Quartile	0	0	0	0	0	0	47950	39850	46050	52300	56900	58750	57800	65200	66750	65600	66900	65250	57500	
Lower Decile	0	0	0	0	0	0	43250	32900	41300	48350	50800	53000	51750	56900	58950	57850	58300	57950	50150	
Mean	0	0	0	0	0	0	52200	47450	52500	59050	65600	68500	68850	76500	79150	79050	79100	79200	70050	
								Supporting Data												
Total Number	32	219	149	150	136	256	633	639	554	2777	3495	3407	4006	3564	2623	2390	1845	3232	30107	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	8	19	66	71	46	43	119	379	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40300	42200	44150	46100	48100	50050	52000	53950	55800	59450	64300	68300	71300	73350	74600	75150	75300	74950	65400	2.2
Upper Quartile	37050	38750	40550	42300	44100	45850	47600	49350	51000	54200	58400	61750	64150	65700	66500	66750	66650	66050	57400	2.2
Median	34900	36350	37800	39250	40750	42150	43600	44950	46300	48850	52200	54850	56850	58150	58950	59300	59400	59150	48700	2.2
Lower Quartile	32900	34100	35250	36450	37600	38700	39800	40900	41900	43850	46400	48500	50100	51200	51950	52400	52650	52750	41000	2.2
Lower Decile	30900	31800	32700	33600	34450	35300	36150	36950	37750	39200	41200	42850	44200	45200	45900	46400	46700	46900	35750	3.8
Mean	35200	36650	38100	39550	41000	42450	43900	45250	46600	49200	52600	55400	57550	59050	60000	60550	60750	60750	50050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41850	41050	46150	45950	46850	51050	52650	55250	55900	60150	63900	67050	70200	70650	74000	75950	75800	77250	65400	
Upper Quartile	37150	38300	41150	42850	43050	45800	48600	50700	51500	54900	58150	60250	62650	64250	65600	66500	67450	68200	57400	
Median	34950	35850	38200	39200	39650	41700	44600	46150	47150	49550	51700	53700	55200	57950	58450	60200	60700	59600	48700	
Lower Quartile	33300	34400	35250	35950	36200	37450	41000	41650	42400	44650	46700	47650	48400	51050	51300	53350	54250	52700	41000	
Lower Decile	32000	32200	32500	32500	33200	33550	37400	38100	38150	39650	41600	42950	43050	44950	45900	47500	47550	45900	35750	
Mean	36150	36350	38750	39300	39900	41550	44800	46350	47150	49850	52600	54500	56200	58350	59450	61350	61800	61300	50050	
Supporting Data																				
Total Number	2639	4251	4396	4063	4034	4630	5034	4811	4119	11960	9005	6449	6332	5590	4628	3721	3609	5668	94938	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	1	1	3	7	7	23	
Less Than $22000	0	2	2	0	0	1	0	0	4	1	0	1	0	1	0	0	0	0	12	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38800	40900	43000	45200	47450	49750	52050	54350	56700	61300	67800	73550	78300	81800	84250	85700	86450	86800	72100	2.2
Upper Quartile	36250	38050	39900	41800	43700	45650	47600	49500	51400	55100	60250	64600	68000	70450	72000	72900	73300	73250	60350	2.2
Median	34400	35900	37450	38950	40500	42000	43550	45000	46500	49300	53050	56200	58700	60450	61600	62300	62650	62750	49800	2.2
Lower Quartile	32600	33800	35000	36200	37350	38550	39650	40800	41850	43900	46650	49000	50950	52400	53500	54250	54750	55150	41250	3.6
Lower Decile	30800	31600	32450	33300	34150	35000	35800	36650	37450	39050	41250	43200	44850	46200	47200	47900	48300	48700	35700	3.6
Mean	34500	36050	37600	39150	40750	42300	43900	45450	47000	50000	54150	57750	60650	62850	64450	65450	66050	66600	52550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39450	40800	43500	45250	46450	49250	51450	53100	55950	61950	71100	72600	75150	82000	86100	86300	84150	87600	72100	
Upper Quartile	36150	38400	40100	42000	42650	44950	47800	49650	50800	55850	61450	64000	65850	70800	71650	73850	72050	74250	60350	
Median	34750	35900	37450	38700	39400	41200	44350	45400	46550	50200	53050	55500	57100	61600	61450	62700	62750	62900	49800	
Lower Quartile	33150	34450	34750	35550	35800	36800	40700	40850	41950	44950	47200	48450	49850	53550	52650	55000	55400	54300	41250	
Lower Decile	31950	32250	32100	32200	33100	32450	37050	36550	37300	39850	42150	43900	43900	46650	46750	48350	48300	47550	35700	
Mean	35200	36350	37600	38800	39700	40750	44350	45350	46750	50750	55200	57300	58900	64100	64650	66200	65450	66400	52550	
Supporting Data																				
Total Number	2442	4247	3651	3485	3510	3804	4187	4122	3437	10860	9057	6749	7449	5846	4419	3781	3597	6231	90875	
$125,000 or More	0	0	0	0	2	0	0	0	0	2	3	6	9	52	54	31	25	94	277	
Less Than $22000	0	2	2	0	0	1	0	0	4	0	0	0	0	1	0	0	0	2	12	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53450	56250	59150	62100	67950	76550	84400	91000	96000	99500	101600	102650	103100	88500	2.2
Upper Quartile	0	0	0	0	0	49100	51550	54100	56600	61550	68500	74400	78950	82000	83700	84400	84400	83400	75600	2.2
Median	0	0	0	0	0	45700	47800	49900	51950	55950	61400	65900	69300	71500	72750	73200	73200	72450	65700	2.2
Lower Quartile	0	0	0	0	0	41550	43250	44950	46550	49600	53650	57000	59650	61650	63100	64100	64750	65350	55550	3.4
Lower Decile	0	0	0	0	0	38700	40050	41400	42700	45100	48250	50800	52850	54350	55450	56200	56650	57000	47650	3.6
Mean	0	0	0	0	0	46000	48150	50250	52400	56550	62350	67300	71200	73950	75700	76600	76950	76700	67800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	56000	56150	59400	63600	71100	78400	83500	83850	95350	100950	103900	103800	105400	88500	
Upper Quartile	0	0	0	0	0	54250	52400	53500	57700	63500	71900	72400	73350	80550	86300	83750	83850	86700	75600	
Median	0	0	0	0	0	49550	50350	46650	50850	57600	64250	65950	64150	71250	73500	73250	73150	74450	65700	
Lower Quartile	0	0	0	0	0	44600	46350	33850	45450	52300	56750	57100	56050	62200	63700	64150	65900	65400	55550	
Lower Decile	0	0	0	0	0	41000	42100	32750	39250	47150	50600	51300	51100	54350	56250	56200	57250	56150	47650	
Mean	0	0	0	0	0	49800	50000	46250	51600	58750	65100	66600	66200	73850	77250	76450	77150	78500	67800	
Supporting Data																				
Total Number	32	211	111	137	121	209	444	512	465	1928	2633	2156	2819	2292	1542	1532	1176	2242	20563	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	9	52	53	30	22	89	264	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39300	41100	42950	44800	46650	48500	50400	52200	54000	57400	62050	65800	68700	70700	71900	72500	72700	72450	63100	2.2
Upper Quartile	36450	38100	39800	41450	43150	44850	46500	48100	49700	52700	56700	59900	62250	63800	64650	65050	65050	64650	54900	2.2
Median	34650	36000	37400	38800	40150	41500	42850	44150	45400	47750	50900	53400	55300	56550	57350	57800	57950	57850	46650	2.2
Lower Quartile	32650	33800	34900	36000	37100	38150	39200	40200	41200	43050	45450	47450	48950	50050	50750	51200	51450	51600	39450	2.2
Lower Decile	30850	31650	32400	33150	33900	34700	35450	36200	36900	38300	40250	41900	43250	44300	45050	45600	45900	46150	34900	3.8
Mean	34700	36100	37500	38850	40250	41600	42950	44300	45550	48000	51250	53900	55950	57400	58350	58850	59150	59200	48100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39300	40700	43200	45050	46050	48150	49950	52500	54400	59000	62200	64400	67650	68500	70700	73000	72650	74550	63100	
Upper Quartile	36050	37950	40000	41800	42350	44350	46850	49350	49850	53750	56200	58500	61150	63850	63700	64200	65750	66050	54900	
Median	34750	35800	37350	38600	39250	40850	43900	45250	46050	48850	50250	51900	53250	57550	57000	58300	59000	58300	46650	
Lower Quartile	33150	34350	34700	35400	35700	36500	40200	41050	41600	44200	45550	46600	47200	50600	50500	51450	52650	51550	39450	
Lower Decile	31900	32150	32050	32150	33000	32150	36800	37450	37250	39100	40500	41850	41700	45250	45250	45550	46750	45100	34900	
Mean	35100	36150	37450	38600	39350	40200	43700	45200	46000	49050	51150	52900	54450	57800	57900	59200	59800	59550	48100	
Supporting Data																				
Total Number	2410	4036	3541	3348	3389	3595	3743	3610	2971	8932	6424	4593	4630	3554	2877	2249	2421	3989	70312	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	1	1	3	5	13	
Less Than $22000	0	2	2	0	0	1	0	0	4	0	0	0	0	1	0	0	0	0	10	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46150	48500	50900	53350	55850	58350	60800	65750	72700	78800	83750	87400	89850	91250	91950	92150	78650	2.2
Upper Quartile	0	0	43250	45350	47450	49550	51700	53800	55850	59800	65150	69500	72700	74750	75900	76300	76250	75450	66350	2.2
Median	0	0	39850	41600	43350	45150	46900	48600	50250	53400	57500	60700	62900	64250	64850	64950	64750	63900	56800	2.2
Lower Quartile	0	0	37100	38550	39950	41350	42750	44100	45400	47800	51000	53500	55300	56450	57050	57300	57300	56950	48750	2.2
Lower Decile	0	0	34700	35850	37000	38100	39200	40200	41250	43100	45550	47450	48800	49750	50300	50550	50650	50500	42000	2.2
Mean	0	0	40200	42000	43800	45600	47400	49200	50950	54300	58800	62500	65250	67150	68250	68750	68900	68500	59350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52250	48400	49550	55050	57500	58600	58600	64550	71750	79000	84100	88550	87950	97150	92250	89850	78650	
Upper Quartile	0	0	50000	44850	46300	51850	54050	55150	54350	58700	63700	69700	73350	74000	75250	77500	75700	76500	66350	
Median	0	0	42050	41250	42650	45200	49850	49150	50100	52450	57350	61050	63400	62450	63800	66150	64600	65100	56800	
Lower Quartile	0	0	39200	38250	39250	41050	43500	44600	45550	47650	50950	54400	56000	54300	54950	57800	59200	57850	48750	
Lower Decile	0	0	36200	35050	36200	37500	40050	40300	41350	42500	46600	48550	49150	46550	49700	51900	52550	50550	42000	
Mean	0	0	43450	41850	42900	46150	49050	49550	50150	53350	58550	63250	66200	65900	66650	70400	69550	68700	59350	
Supporting Data																				
Total Number	224	216	744	570	651	1023	1426	1239	1137	3509	3002	2711	2441	2637	2189	1698	1458	2138	29013	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	4	9	12	6	11	13	20	76	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58700	62100	65500	72200	81550	89700	96400	101550	105350	107900	109500	110850	97800	3.6
Upper Quartile	0	0	0	0	0	0	54400	57350	60250	65700	72750	78350	82450	85400	87350	88550	89200	89700	79950	4.0
Median	0	0	0	0	0	0	50700	53150	55450	59700	64950	68900	71700	73650	74850	75600	76000	76250	69900	4.2
Lower Quartile	0	0	0	0	0	0	46950	48950	50800	54250	58400	61550	63750	65200	66150	66750	67050	67250	60350	4.2
Lower Decile	0	0	0	0	0	0	43350	45100	46750	49900	54000	57150	59250	60350	60700	60550	60150	58900	54550	2.2
Mean	0	0	0	0	0	0	51500	54100	56600	61200	67100	71700	75100	77450	79000	80000	80550	80950	73100	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59800	62800	71000	70800	81600	88750	95400	107550	104050	113550	111250	103950	97800	
Upper Quartile	0	0	0	0	0	0	59050	54550	61500	64400	73650	77900	80700	88100	86900	94400	89700	85600	79950	
Median	0	0	0	0	0	0	57700	48350	54800	57950	65650	68350	72100	76350	76400	76500	74650	73250	69900	
Lower Quartile	0	0	0	0	0	0	56400	45650	49450	52200	58450	61150	63250	68200	68900	67500	67300	63500	60350	
Lower Decile	0	0	0	0	0	0	50100	44500	47300	50050	54000	56750	57400	61300	61450	60000	58750	60250	54550	
Mean	0	0	0	0	0	0	57500	51500	57050	59400	67850	71200	74400	80300	79650	82200	80250	77900	73100	
Supporting Data																				
Total Number	0	6	38	11	15	41	189	121	80	823	754	1176	1073	926	716	650	534	827	7979	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	9	12	5	10	11	20	72	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46850	48800	50700	52650	54550	56400	58200	61700	66350	70150	73050	75050	76250	76900	77150	76950	67750	2.2
Upper Quartile	0	0	43250	45100	46950	48750	50550	52300	54000	57100	61100	64100	66100	67200	67600	67500	67100	66000	60400	2.2
Median	0	0	40050	41650	43200	44750	46250	47700	49100	51700	55000	57450	59150	60100	60450	60450	60250	59450	52950	2.2
Lower Quartile	0	0	37300	38550	39800	41000	42200	43300	44400	46450	49000	50950	52350	53250	53700	53850	53850	53500	46150	2.2
Lower Decile	0	0	34750	35800	36850	37800	38750	39650	40500	42050	44000	45400	46300	46850	47050	47050	46900	46500	40500	2.2
Mean	0	0	40500	42000	43550	45050	46500	47950	49300	51900	55250	57850	59700	60900	61550	61800	61750	61350	54150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	51750	48100	49450	54900	55050	58500	57850	62150	65700	68500	72350	71450	76050	78300	78150	79800	67750	
Upper Quartile	0	0	45450	44700	46200	51600	52550	55200	53950	56900	60500	62500	65150	63600	66550	68250	67900	69900	60400	
Median	0	0	41850	41150	42450	44950	48300	49200	49800	51100	55350	56550	58550	57600	59150	61300	61900	61350	52950	
Lower Quartile	0	0	39050	38200	39200	40950	42850	44250	45200	46200	49400	50800	52200	50950	52000	54700	56850	54300	46150	
Lower Decile	0	0	36000	35000	36150	37300	39650	39950	41100	41500	45250	46000	47700	41750	46800	50250	49400	46300	40500	
Mean	0	0	42850	41650	42750	45850	47750	49300	49600	51450	55400	57200	59750	58100	60300	63100	63350	62950	54150	
Supporting Data																				
Total Number	224	210	706	559	636	982	1237	1118	1057	2686	2249	1535	1368	1711	1473	1048	924	1310	21034	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54250	56250	58350	60500	65000	72100	79550	87000	93900	99700	103800	105650	98800	90800	1.2
Upper Quartile	0	0	0	0	0	50150	51900	53750	55600	59500	65550	71750	77750	83150	87450	90250	91200	84400	80400	1.2
Median	0	0	0	0	0	47200	48750	50400	52050	55450	60650	65750	70550	74600	77600	79150	79150	71950	67600	1.2
Lower Quartile	0	0	0	0	0	43800	45100	46450	47800	50500	54650	58650	62300	65400	67600	68800	68850	63650	59100	1.2
Lower Decile	0	0	0	0	0	40150	41300	42500	43700	46100	49750	53250	56400	59050	61000	62000	62050	57550	51250	1.2
Mean	0	0	0	0	0	47400	49000	50600	52300	55750	61100	66450	71550	76050	79500	81650	82200	75950	70600	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	63650	62750	64200	65200	69800	74500	82150	88000	88700	95800	97750	105250	105500	90800	
Upper Quartile	0	0	0	0	0	58900	58650	60750	61750	63850	67800	73250	76300	83300	84050	82600	88100	91450	80400	
Median	0	0	0	0	0	54550	54550	56700	56550	59150	61950	66050	67700	76650	79650	69850	76050	77300	67600	
Lower Quartile	0	0	0	0	0	51450	49600	51900	50400	53850	54600	60350	60650	64900	69750	62450	67200	67250	59100	
Lower Decile	0	0	0	0	0	46900	46550	48900	43000	48450	46750	55200	56500	57850	62000	60350	61050	58800	51250	
Mean	0	0	0	0	0	55750	55300	56400	55800	59450	61800	67700	70300	75150	79700	75050	80200	80650	70600	
Supporting Data																				
Total Number	4	7	149	158	9	58	55	88	99	369	440	396	448	670	643	632	399	531	5157	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	13	7	13	12	49	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, PHD

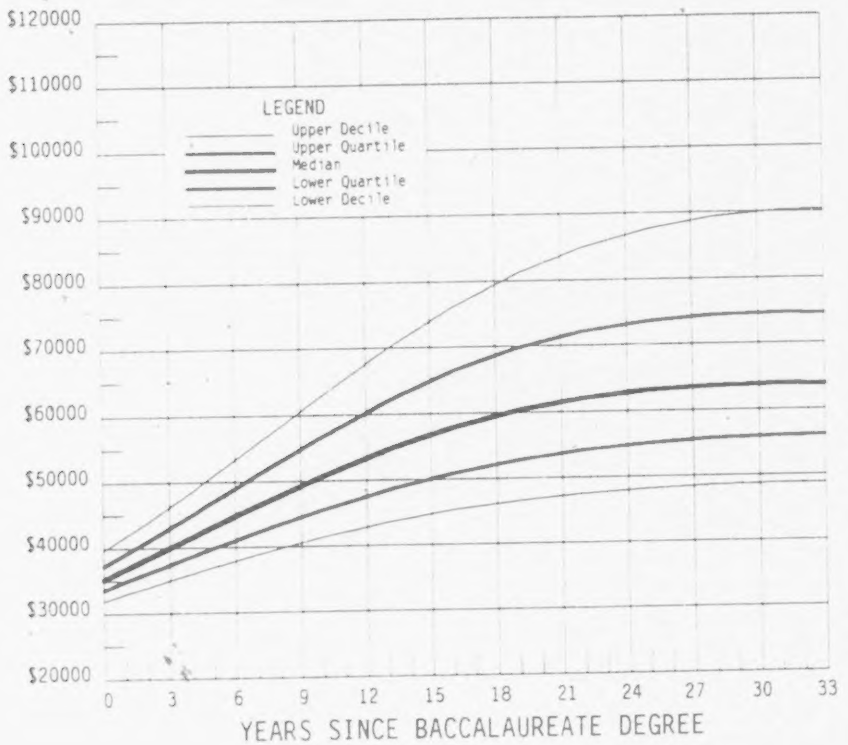
Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70750	80200	88850	96300	102350	107000	110400	112700	115200	107200	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	67850	75450	81450	85900	89000	91000	92250	92900	93400	90050	4.2
Median	0	0	0	0	0	0	0	0	0	62150	69050	74650	78900	82050	84150	85550	86400	87150	82100	3.6
Lower Quartile	0	0	0	0	0	0	0	0	0	51750	57800	63600	68900	73550	77400	80550	82900	85950	75850	2.6
Lower Decile	0	0	0	0	0	0	0	0	0	49450	54950	60050	64650	68500	71700	74150	75950	78250	67400	2.6
Mean	0	0	0	0	0	0	0	0	0	60600	67950	74400	79800	84100	87300	89600	91150	92800	84600	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	93200	76650	95900	108650	92200	105500	113950	121650	120500	107200	
Upper Quartile	0	0	0	0	0	0	0	0	0	76450	74050	84450	90700	85000	85750	95150	100600	101200	90050	
Median	0	0	0	0	0	0	0	0	0	68750	66150	77500	80200	82400	82450	83150	87000	92100	82100	
Lower Quartile	0	0	0	0	0	0	0	0	0	59600	46150	71900	72900	79550	79450	77150	76600	82200	75850	
Lower Decile	0	0	0	0	0	0	0	0	0	55700	44850	63300	67750	74450	74100	72300	68750	74300	67400	
Mean	0	0	0	0	0	0	0	0	0	71300	62700	79450	83450	83600	86350	88150	91800	95100	84600	
Supporting Data																				
Total Number	0	2	0	3	0	5	0	6	8	26	108	76	114	346	365	208	135	163	1565	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	13	6	10	11	43	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54650	56350	58050	59800	63400	68950	74500	79800	84500	88400	91000	92200	87800	80450	1.2
Upper Quartile	0	0	0	0	0	50900	52400	53950	55500	58700	63500	68200	72550	76250	79050	80650	81000	75600	70500	1.2
Median	0	0	0	0	0	48250	49550	50850	52200	54850	58750	62500	65800	68550	70450	71450	71400	66500	62950	1.2
Lower Quartile	0	0	0	0	0	44500	45700	46900	48100	50550	54100	57500	60450	62900	64550	65300	65150	60400	56050	1.2
Lower Decile	0	0	0	0	0	41050	42150	43250	44350	46550	49800	52900	55600	57800	59300	60000	59850	55500	50200	1.2
Mean	0	0	0	0	0	48100	49450	50800	52200	55050	59300	63400	67150	70300	72700	74100	74400	69800	64550	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	62500	62750	63250	65400	68100	71000	75550	78500	79150	85800	84100	91850	94000	80450	
Upper Quartile	0	0	0	0	0	56950	58700	59800	61600	63350	66400	69800	70900	71250	77300	72750	80950	81650	70500	
Median	0	0	0	0	0	54100	54600	56250	56400	58750	61650	64350	64750	64950	69350	63900	71000	71750	62950	
Lower Quartile	0	0	0	0	0	51050	49650	51700	49800	53400	55850	59200	[illegible]	59950	62700	61450	64650	63650	56050	
Lower Decile	0	0	0	0	0	45950	46700	48550	42800	48150	50900	54200	[illegible]	53250	57750	59650	59500	57050	50200	
Mean	0	0	0	0	0	54500	55350	55700	55550	58550	61500	64900	65850	66100	70900	68600	74250	74250	64550	
Supporting Data																				
Total Number	4	5	149	156	9	53	55	83	91	343	333	320	334	325	278	424	264	368	3592	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

ALL INDUSTRY CURVES AND TABLES, BY SIZE OF EMPLOYERS

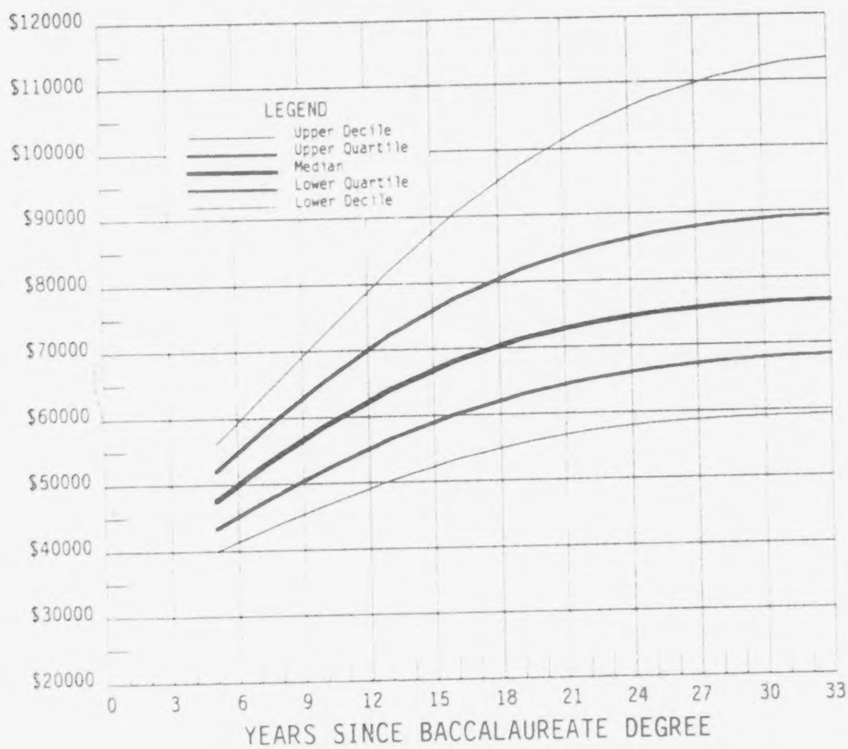
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39600	41700	43900	46200	48500	50850	53250	55700	58100	62900	69800	75950	81000	84850	87550	89250	90150	90700	74400	2.2
Upper Quartile	37200	39100	41000	42950	44950	46950	48950	50950	52900	56700	61950	66350	69750	72100	73600	74350	74600	74350	62750	2.2
Median	35200	36800	38400	39950	41600	43150	44750	46300	47800	50750	54650	57850	60300	62000	63050	63600	63850	63700	52150	2.2
Lower Quartile	33600	34850	36100	37400	38650	39850	41050	42250	43400	45600	48500	50900	52800	54150	55100	55700	56000	56250	44000	2.2
Lower Decile	31850	32900	33950	34950	35950	36900	37850	38800	39700	41350	43500	-45250	46550	47500	48150	48550	48750	48850	38050	2.2
Mean	35550	37150	38800	40400	42100	43750	45400	47000	48650	51750	56050	59700	62650	64850	66350	67300	67850	68200	55150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40850	41550	43450	45800	47900	50900	52550	55600	57600	64000	70550	75700	79850	83550	88150	91000	88600	91300	74400	
Upper Quartile	38200	39200	40600	42600	44350	46450	48700	51000	52350	57800	62300	66400	68900	70900	73900	74900	73750	75150	62750	
Median	35500	36700	38000	39650	41250	43000	45100	46900	47850	51450	54350	57800	59550	61000	62850	64050	63900	64550	52150	
Lower Quartile	33600	34600	36150	37250	38350	39550	41350	42800	43650	46250	48300	50300	51900	53750	55050	56200	56850	56400	44000	
Lower Decile	32300	32600	34150	34850	35500	36550	37950	38600	39350	41850	43800	44900	46000	47450	48000	49050	49500	48400	38050	
Mean	36450	37100	38600	40200	41650	43400	45200	47100	48250	52450	56200	59700	62050	64200	66600	68050	67750	68150	55150	
Supporting Data																				
Total Number	1271	1943	2187	2452	2136	2479	3061	3133	3047	7909	6872	5040	4781	5104	3917	3400	3057	3985	65776	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	7	12	28	37	38	34	52	214	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2	

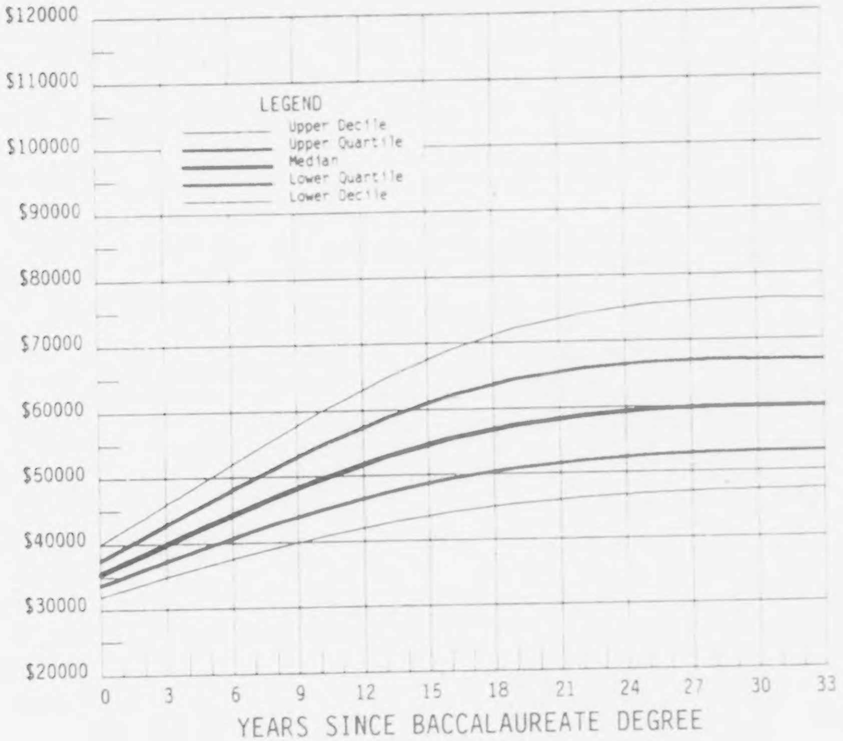
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55950	59250	62550	65850	72450	81850	90350	97500	103250	107600	110750	112800	114900	97100	3.2
Upper Quartile	0	0	0	0	0	51950	54800	57600	60300	65450	72200	77650	81850	84850	86950	88300	89100	89700	79450	3.8
Median	0	0	0	0	0	47550	49950	52300	54500	58700	64000	68200	71300	73500	75000	75900	76400	76800	68950	4.0
Lower Quartile	0	0	0	0	0	43300	45200	47000	48800	52150	56550	60150	62950	65000	66500	67500	68150	68700	57750	3.4
Lower Decile	0	0	0	0	0	39900	41350	42750	44100	46750	50300	53300	55600	57250	58300	58900	59200	59300	49300	2.2
Mean	0	0	0	0	0	48250	50650	53050	55400	59850	65750	70600	74400	77250	79250	80550	81400	82100	71400	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59150	59550	62250	64000	73050	82950	89150	94300	103000	110550	113500	112300	113950	97100	
Upper Quartile	0	0	0	0	0	52700	54500	55900	59150	66100	73300	77350	80300	84100	88050	89850	87200	90650	79450	
Median	0	0	0	0	0	48350	48900	50750	53050	58750	64750	68900	71400	73750	75800	75600	74300	76600	68950	
Lower Quartile	0	0	0	0	0	44550	45300	46400	48000	52500	56600	60150	62100	65400	67000	67850	67450	68800	57750	
Lower Decile	0	0	0	0	0	40800	41500	42050	44800	47500	50250	53850	54450	56950	58050	57850	59300	60750	49300	
Mean	0	0	0	0	0	49600	50400	51800	54200	60050	66500	70750	73300	77250	80150	81100	80050	82350	71400	
Supporting Data																				
Total Number	27	60	95	114	98	156	210	304	339	1328	1508	1388	1443	1506	1224	1085	966	1142	12991	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	5	12	28	36	36	28	45	194	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39950	41900	43900	45900	47900	49950	51950	53950	55900	59650	64750	68950	72100	74200	75500	76050	76200	75750	66150	2.2
Upper Quartile	37500	39250	41000	42800	44550	46300	48050	49750	51450	54600	58750	62050	64450	65950	66750	67050	67000	66400	58350	2.2
Median	35400	36900	38350	39850	41350	42800	44200	45600	46950	49500	52850	55500	57450	58750	59500	59850	59900	59650	49400	2.2
Lower Quartile	33700	34900	36100	37300	38450	39600	40700	41800	42850	44800	47300	49350	50850	51900	52550	52900	53050	53050	42300	2.2
Lower Decile	31950	32900	33900	34850	35750	36650	37550	38400	39200	40700	42650	44200	45350	46200	46750	47050	47200	47300	37200	2.2
Mean	35850	37300	38750	40250	41700	43150	44600	46000	47350	49950	53400	56200	58350	59850	60800	61350	61550	61550	51200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	41250	43300	45500	47400	49950	51900	54850	55950	61600	64900	67800	69950	71300	74900	76900	76200	78750	66150	
Upper Quartile	38000	39100	40450	42400	44000	46100	48350	50400	51550	55850	58950	61500	63100	63750	65950	67500	67350	68400	58350	
Median	35450	36650	37900	39600	41050	42750	44850	46550	47400	50250	52300	54750	56350	57900	59250	60250	60400	60750	49400	
Lower Quartile	33600	34550	36100	37200	38250	39350	41150	42450	43100	45500	47250	48400	49500	51300	52100	53350	54400	53550	42300	
Lower Decile	32300	32550	34100	34750	35400	36400	37700	38350	39000	41300	42700	43650	44750	46050	46600	47500	48200	45950	37200	
Mean	36250	37000	38450	40000	41350	43000	44800	46600	47500	50950	53300	55500	57200	58750	60450	61950	62100	62500	51200	
Supporting Data																				
Total Number	1244	1883	2091	2339	2039	2323	2852	2829	2708	6581	5364	3652	3337	3598	2693	2315	2091	2844	52784	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	1	1	2	6	7	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38900	40950	43100	45300	47600	49850	52200	54550	56900	61500	68100	73950	78750	82350	84850	86400	87200	87600	71400	2.2
Upper Quartile	36950	38700	40550	42400	44250	46100	48000	49850	51650	55200	60100	64250	67500	69850	71350	72250	72650	72700	59700	2.2
Median	35150	36650	38150	39650	41150	42600	44100	45550	46950	49600	53200	56150	58450	60050	61100	61700	61950	62000	49400	2.2
Lower Quartile	33600	34800	35950	37100	38300	39400	40500	41600	42650	44650	47250	49450	51150	52400	53300	53850	54150	54450	41900	2.2
Lower Decile	31850	32800	33750	34700	35600	36500	37350	38150	38950	40450	42450	44050	45300	46200	46850	47250	47500	47750	36900	2.2
Mean	35400	36900	38450	40000	41550	43100	44650	46200	47700	50600	54600	58050	60800	62900	64400	65400	65950	66500	52700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40650	40900	43200	44850	46750	48800	50900	53750	55900	63000	69550	74850	77800	81700	84350	87150	84600	88500	71400	
Upper Quartile	37950	38900	40300	41950	43600	45500	47850	49650	51000	56050	60450	64800	66800	69650	71000	73000	71550	73000	59700	
Median	35400	36600	37800	39350	40800	42350	44600	46050	47000	50350	52600	56050	57750	59550	60900	62050	62150	62550	49400	
Lower Quartile	33550	34550	36100	37000	38050	39000	40900	41900	42850	45300	47150	48800	50250	52150	52700	54050	55550	54600	41900	
Lower Decile	32250	32550	34050	34650	35100	36050	37350	38100	38700	41000	42500	43750	44750	46250	46750	47700	48500	47150	36900	
Mean	36250	36900	38350	39750	41100	42500	44500	46050	47300	51350	54750	58150	60100	62800	64300	66050	65800	66350	52700	
Supporting Data																				
Total Number	1231	1821	1968	2109	1751	1937	2432	2395	2243	5755	4697	3271	3123	3181	2326	2085	1998	2632	46955	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	5	8	20	24	26	19	40	146	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54900	57850	60900	63950	70200	79500	88200	95700	101650	106000	108850	110500	111750	91150	2.2
Upper Quartile	0	0	0	0	0	50700	53250	55800	58350	63350	70300	76200	80650	83600	85250	85850	85750	84650	76350	2.2
Median	0	0	0	0	0	46250	48400	50550	52700	56850	62450	67100	70450	72600	73700	74000	73850	72800	65800	2.2
Lower Quartile	0	0	0	0	0	42600	44300	45950	47550	50700	54950	58550	61250	63200	64400	65100	65350	65250	55200	2.2
Lower Decile	0	0	0	0	0	39650	41000	42300	43600	46050	49300	52050	54150	55650	56600	57200	57450	57550	47200	2.2
Mean	0	0	0	0	0	47200	49350	51550	53750	58000	64000	69100	73100	75950	77700	78650	78950	78650	68450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	57750	59000	60100	63600	71800	81900	86800	89450	99550	107800	111600	110650	114300	91150	
Upper Quartile	0	0	0	0	0	52500	54050	55300	58750	64450	71750	75500	78100	82000	84950	84850	83900	89150	76350	
Median	0	0	0	0	0	47850	48550	49900	52600	57600	63250	67000	68700	72200	73200	73550	72850	75050	65800	
Lower Quartile	0	0	0	0	0	44500	45050	45500	47650	51800	55100	58450	59350	62650	64400	64550	65250	67050	55200	
Lower Decile	0	0	0	0	0	40800	41100	41450	44550	46800	49150	52350	52950	55300	56400	56300	57700	58850	47200	
Mean	0	0	0	0	0	49150	50000	50750	53750	58950	64900	68700	70700	75200	77750	78500	78100	81100	68450	
Supporting Data																				
Total Number	27	59	90	108	88	132	185	245	288	1052	1083	967	959	945	705	670	624	757	8984	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	7	19	23	25	16	35	133	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39250	41100	43000	44900	46800	48700	50550	52450	54300	57800	62600	66550	69550	71650	72900	73600	73850	73600	63350	2.2
Upper Quartile	37300	38900	40550	42200	43800	45400	47000	48550	50100	52950	56800	59850	62150	63700	64600	65050	65150	64900	55350	2.2
Median	35350	36750	38100	39500	40850	42200	43500	44800	46050	48350	51450	53900	55700	56950	57750	58150	58300	58200	47100	2.2
Lower Quartile	33700	34800	35900	37000	38050	39100	40150	41100	42050	43800	46050	47850	49200	50100	50700	51000	51150	51150	40500	2.2
Lower Decile	32000	32850	33700	34550	35350	36150	36950	37700	38400	39750	41500	42950	44050	44900	45500	45900	46150	46450	36300	2.2
Mean	35600	37000	38350	39750	41100	42450	43800	45100	46350	48750	51900	54500	56500	57950	58900	59450	59750	59900	48950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40450	40800	42950	44350	46400	47650	49950	52600	54100	59600	63100	66150	67600	70500	72100	75000	72750	75050	63350	
Upper Quartile	37800	38800	40150	41750	43400	45100	47400	49200	49900	54150	56550	59150	61000	62750	63750	65700	65200	66200	55350	
Median	35350	36550	37700	39250	40600	42050	44350	45700	46400	49100	50750	52650	54550	56750	57500	58500	58900	59000	47100	
Lower Quartile	33500	34500	36000	36900	37900	38750	40600	41550	42300	44550	45900	46850	47950	49650	50000	51300	52700	51650	40500	
Lower Decile	32250	32500	34000	34550	35000	35850	37100	37800	38300	40200	41550	42200	43450	45100	45400	46350	47550	45750	36300	
Mean	36050	36750	38200	39550	40750	42000	44050	45550	46350	49650	51700	53750	55450	57550	58450	60150	60200	60400	48950	
Supporting Data																				
Total Number	1205	1761	1879	2001	1663	1804	2247	2150	1955	4703	3614	2304	2165	2236	1621	1415	1373	1875	37972	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	1	1	3	4	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45250	47600	49950	52400	54850	57350	59850	64750	71750	77950	83000	86800	89400	90950	91750	92100	77750	2.2
Upper Quartile	0	0	42900	44900	46900	48950	51000	53000	55000	58800	63950	68200	71350	73500	74700	75250	75300	74750	66350	2.2
Median	0	0	40100	41800	43500	45200	46850	48500	50100	53100	57100	60250	62550	64000	64800	65100	65100	64550	57150	2.2
Lower Quartile	0	0	37500	38850	40250	41600	42950	44250	45500	47850	51000	53450	55300	56550	57300	57650	57800	57600	49150	2.2
Lower Decile	0	0	35450	36650	37800	38950	40050	41100	42150	44050	46450	48300	49600	50450	50900	51050	51050	50750	43550	2.2
Mean	0	0	40300	42100	43850	45650	47400	49150	50850	54150	58600	62300	65100	67050	68250	68850	69100	68900	59800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44750	47750	49750	52850	55150	58050	58800	65750	71800	76650	83050	84650	90050	93100	92400	92000	77750	
Upper Quartile	0	0	42750	45250	47050	49950	51700	54050	54650	59750	63750	67100	71150	71250	75250	75200	74850	77150	66350	
Median	0	0	40350	42150	43750	45800	47450	49600	50350	53900	57150	59550	61850	61900	63900	65300	65650	67050	57150	
Lower Quartile	0	0	37600	39400	40200	41900	43050	45750	45950	48600	50850	52600	54400	55450	57000	57650	58550	59100	49150	
Lower Decile	0	0	35050	37500	38200	39050	39850	41850	41700	44750	46850	47400	48600	50050	50350	51450	52100	51250	43550	
Mean	0	0	40350	42600	43950	46150	47450	49950	50400	54800	58750	61600	64850	65500	68000	69200	69650	70100	59800	
Supporting Data																				
Total Number	39	119	212	330	378	512	601	687	750	1918	1917	1486	1392	1612	1290	1029	820	1088	16179	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	8	5	8	9	7	43	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	67150	71100	78650	88800	97150	103550	108150	111250	113200	114300	115150	105600	4.0
Upper Quartile	0	0	0	0	0	0	0	60050	63000	68550	75550	80950	84850	87500	89250	90350	90950	91350	83500	4.0
Median	0	0	0	0	0	0	0	55750	58250	62700	67900	71600	74000	75550	76500	77050	77350	77500	72800	4.4
Lower Quartile	0	0	0	0	0	0	0	49850	51900	55700	60350	63900	66450	68150	69300	69950	70350	70650	64500	4.0
Lower Decile	0	0	0	0	0	0	0	46150	47900	51000	54850	57700	59800	61200	62150	62700	63050	63300	55650	3.8
Mean	0	0	0	0	0	0	0	56500	59150	64050	70100	74700	77950	80100	81500	82350	82800	83100	76450	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	66400	67950	74800	91450	101350	105200	107400	109800	114800	114250	110700	105600	
Upper Quartile	0	0	0	0	0	0	0	60450	61250	69700	75450	80450	84000	86650	89150	94200	90800	90400	83500	
Median	0	0	0	0	0	0	0	53300	55150	63950	68400	71550	74050	74900	77250	77950	75000	78100	72800	
Lower Quartile	0	0	0	0	0	0	0	49400	49800	56100	60700	63550	66700	68050	69500	70200	69300	70900	64500	
Lower Decile	0	0	0	0	0	0	0	46350	47150	51100	54950	57950	59950	60800	61450	61550	62850	65450	55650	
Mean	0	0	0	0	0	0	0	55950	56800	64050	70850	75000	77950	79600	81100	83650	82150	82950	76450	
Supporting Data																				
Total Number	0	1	6	6	9	23	24	58	51	264	402	370	420	473	407	308	272	330	3424	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	7	4	8	8	6	40	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45900	47850	49850	51800	53750	55700	57550	61150	65900	69750	72600	74500	75600	76100	76200	75750	67850	2.2
Upper Quartile	0	0	43300	45100	46950	48700	50500	52200	53850	56950	60900	63900	65950	67050	67500	67450	67150	66150	61450	2.2
Median	0	0	40300	41850	43400	44950	46450	47900	49350	51950	55300	57850	59600	60600	61050	61100	60950	60250	54300	2.2
Lower Quartile	0	0	37650	38950	40200	41500	42700	43900	45050	47150	49900	52000	53500	54500	55000	55250	55250	54950	47650	2.2
Lower Decile	0	0	35500	36650	37750	38850	39850	40850	41800	43550	45700	47300	48350	48950	49200	49200	49050	48600	42350	2.2
Mean	0	0	40600	42150	43700	45250	46750	48200	49600	52250	55700	58400	60350	61650	62350	62600	62600	62250	55300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44600	47300	49700	52650	54850	57400	58250	62950	65700	67800	70800	70600	75850	75900	77500	80050	67850	
Upper Quartile	0	0	42700	45150	46950	49700	51500	53650	54250	58350	61050	62600	64150	63850	66550	67650	68000	70150	61450	
Median	0	0	40250	42100	43600	45600	47250	49300	50100	52800	55050	56800	58100	58650	60200	61600	61650	62950	54300	
Lower Quartile	0	0	37500	39400	40100	41850	42900	45500	45650	48100	49650	50750	51900	53250	54650	55800	56500	56500	47650	
Lower Decile	0	0	35000	37400	38150	39000	39750	41550	41450	44350	45900	46250	47600	48250	48450	49850	50150	49250	42350	
Mean	0	0	40250	42450	43800	45900	47200	49400	49900	53300	55550	57150	59150	59650	62000	63000	63450	64500	55300	
Supporting Data																				
Total Number	39	119	206	324	369	489	576	628	700	1654	1515	1115	972	1139	882	721	548	757	12755	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54350	56950	59550	62150	67400	75050	82050	88150	93200	97150	100050	102100	104650	89950	2.4
Upper Quartile	0	0	0	0	0	51800	54400	56900	59350	63950	69950	74750	78400	81050	82900	84100	84850	85550	77600	3.4
Median	0	0	0	0	0	49350	51800	54100	56300	60250	64900	68100	70200	71550	72300	72750	73000	73200	67300	3.4
Lower Quartile	0	0	0	0	0	46850	49100	51200	53150	56500	60150	62400	63700	64300	64550	64650	64700	64700	60800	3.4
Lower Decile	0	0	0	0	0	44250	46250	48050	49700	52550	55500	57250	58200	58600	58700	58750	58750	58700	55150	3.4
Mean	0	0	0	0	0	49300	51700	54000	56200	60250	65400	69400	72350	74400	75800	76650	77200	77650	71050	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	61700	63150	63700	65650	69250	71750	80350	84300	92050	102650	103200	97050	106900	89950	
Upper Quartile	0	0	0	0	0	56200	59900	61150	62450	64600	67400	72650	76100	80450	84750	86250	84350	86800	77600	
Median	0	0	0	0	0	54650	56600	57800	58400	60700	63350	66250	68050	69200	74350	74950	74450	73400	67300	
Lower Quartile	0	0	0	0	0	53250	54050	54550	53050	56650	58650	61150	62950	62450	65850	65650	66400	64700	60800	
Lower Decile	0	0	0	0	0	51150	49050	51900	48150	52700	54000	56800	58100	55750	60750	59900	60450	57850	55150	
Mean	0	0	0	0	0	55500	56700	57900	57400	60750	63400	67600	70450	72200	78500	78600	77750	78350	71050	
Supporting Data																				
Total Number	0	3	7	14	7	30	28	51	55	236	258	283	265	311	301	287	240	265	2641	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	9	4	5	6	26	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

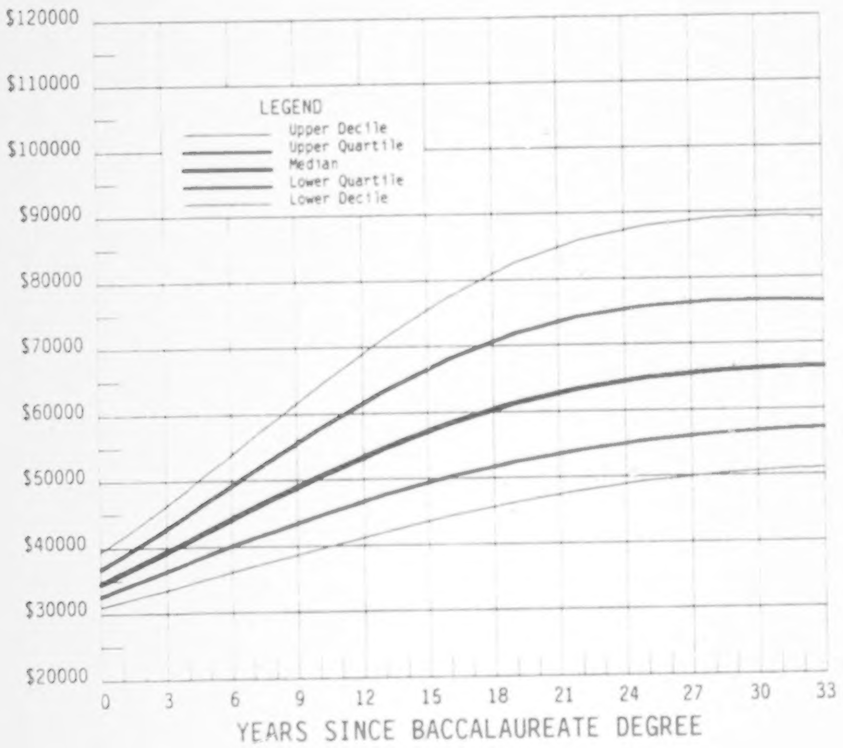
1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72400	82700	92300	100850	107950	113550	117750	120700	124100	114050	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	67150	75500	82850	88850	93600	97100	99600	101200	102800	93600	3.2
Median	0	0	0	0	0	0	0	0	0	64900	71600	76750	80450	82950	84600	85550	86150	86550	82300	4.0
Lower Quartile	0	0	0	0	0	0	0	0	0	61150	66900	71100	73950	75800	77000	77650	78050	78300	74850	4.0
Lower Decile	0	0	0	0	0	0	0	0	0	56200	61450	65300	68000	69750	70850	71550	71950	72250	68900	3.6
Mean	0	0	0	0	0	0	0	0	0	64000	71450	77750	82700	86400	89050	90850	91950	93000	86800	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	78500	80450	89300	101000	105250	121950	116800	116450	122550	114050	
Upper Quartile	0	0	0	0	0	0	0	0	0	75650	74850	82300	84600	92950	101450	99400	95500	108250	93600	
Median	0	0	0	0	0	0	0	0	0	69800	69250	76750	79450	83300	84400	85900	84050	89800	82300	
Lower Quartile	0	0	0	0	0	0	0	0	0	62250	64100	72850	73100	76550	77500	76850	77200	79250	74850	
Lower Decile	0	0	0	0	0	0	0	0	0	58000	54700	68050	68400	72100	70850	70350	70150	73350	68900	
Mean	0	0	0	0	0	0	0	0	0	68800	68400	77950	81600	86350	91450	89850	89250	95450	86800	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	1	1	12	23	50	65	88	112	107	70	54	584	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	9	3	4	4	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54650	56850	59100	61250	65550	71550	76800	81100	84400	86750	88250	89150	89900	81050	2.2
Upper Quartile	0	0	0	0	0	51550	53650	55750	57800	61700	66950	71150	74250	76200	77250	77600	77500	76700	71150	2.2
Median	0	0	0	0	0	48700	50750	52750	54700	58350	63000	66450	68600	69650	69800	69400	68700	66950	64650	2.2
Lower Quartile	0	0	0	0	0	45950	47850	49700	51500	54800	58900	61800	63400	64000	63750	63100	62250	60300	59300	2.2
Lower Decile	0	0	0	0	0	43400	45050	46650	48150	50950	54350	56700	58000	58450	58250	57650	56950	55350	54100	2.2
Mean	0	0	0	0	0	48950	50950	52850	54750	58350	63100	66800	69400	70950	71650	71750	71500	70500	66550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	61700	63150	63600	65600	68100	70850	74550	78050	81250	85600	86950	88150	97000	81050	
Upper Quartile	0	0	0	0	0	56200	59900	61000	62400	64050	66850	69400	70750	71250	76300	78400	79600	80300	71150	
Median	0	0	0	0	0	54650	56600	57700	58300	60450	62950	64750	65950	65300	68850	69350	70350	70250	64650	
Lower Quartile	0	0	0	0	0	53250	54050	54500	53000	56500	58500	60300	61550	60700	62900	62950	64100	62500	59300	
Lower Decile	0	0	0	0	0	51150	49050	51850	48100	52400	53950	56300	56700	53450	59300	58250	58400	56850	54100	
Mean	0	0	0	0	0	55500	56700	57800	57300	60300	62900	65400	66850	66600	70800	71900	73000	73950	66550	
Supporting Data																				
Total Number	0	3	7	14	7	30	28	51	54	224	235	233	201	222	189	179	170	211	2057	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

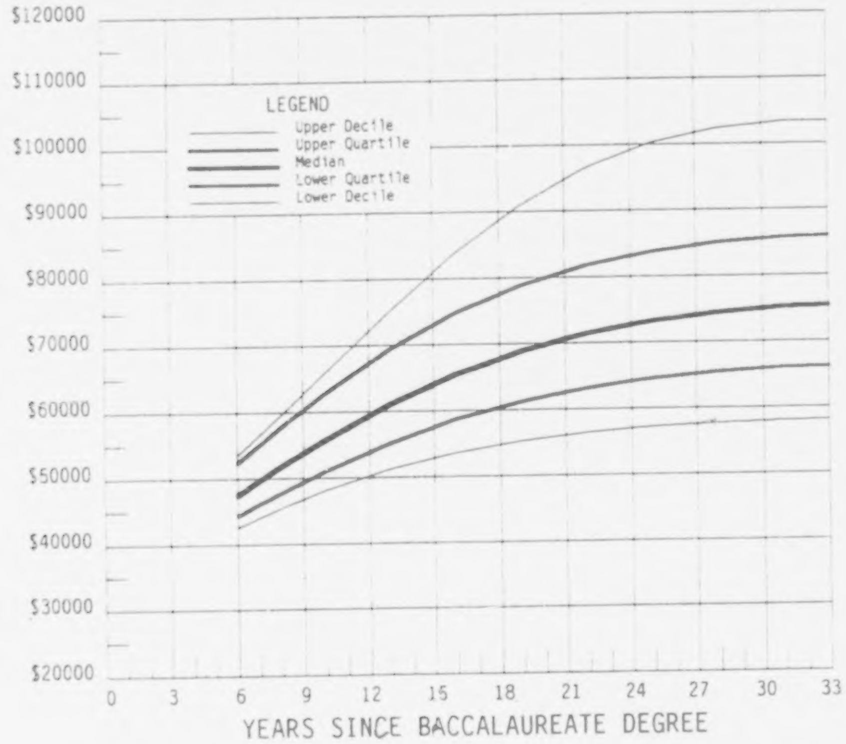
SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39300	41550	43850	46300	48750	51300	53850	56450	59000	64150	71350	77600	82500	85900	88000	89050	89300	88700	75900	2.2
Upper Quartile	36750	38700	40750	42800	44950	47050	49200	51350	53500	57650	63350	68150	71850	74350	75800	76450	76550	76000	63800	2.2
Median	34550	36100	37700	39300	40950	42550	44200	45800	47400	50450	54700	58350	61250	63400	64900	65850	66350	66700	52450	2.2
Lower Quartile	32600	33900	35150	36400	37650	38850	40100	41250	42400	44600	47650	50250	52400	54100	55400	56350	56950	57500	42700	3.4
Lower Decile	31000	31850	32700	33500	34400	35250	36100	37000	37850	39550	42000	44300	46250	47950	49250	50200	50800	51400	35900	3.4
Mean	34700	36400	38150	39900	41650	43350	45100	46750	48450	51600	55950	59750	62850	65300	67150	68450	69300	70100	55100	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	36900	41100	50200	46550	47800	54200	55900	57100	58150	61650	73100	77350	78000	86250	91050	89900	89500	90050	75900	
Upper Quartile	35500	38450	42750	43500	42350	48750	51850	51850	52850	56850	64650	67300	68850	73800	77650	78100	76550	76750	63800	
Median	34550	35800	39200	38000	38950	42400	45850	45950	46900	51000	55100	57700	59400	64750	65450	65350	66000	67250	52450	
Lower Quartile	33150	34600	35300	33350	35450	38200	41900	41550	42300	45000	48300	50200	51550	55300	54350	57200	57950	56400	42700	
Lower Decile	32000	32900	32350	29350	33250	34950	38150	34050	38250	39650	43950	45600	47250	44300	49850	52150	49250	50700	35900	
Mean	34650	36550	39700	38450	39650	43500	46800	46400	48000	51150	56950	59800	61500	66050	68450	69400	68700	69500	55100	
Supporting Data																				
Total Number	1133	2298	1868	1265	1451	1647	2195	1730	1127	5289	4280	3680	4324	3090	2327	1949	1830	3435	44917	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	7	9	33	11	15	66	144	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

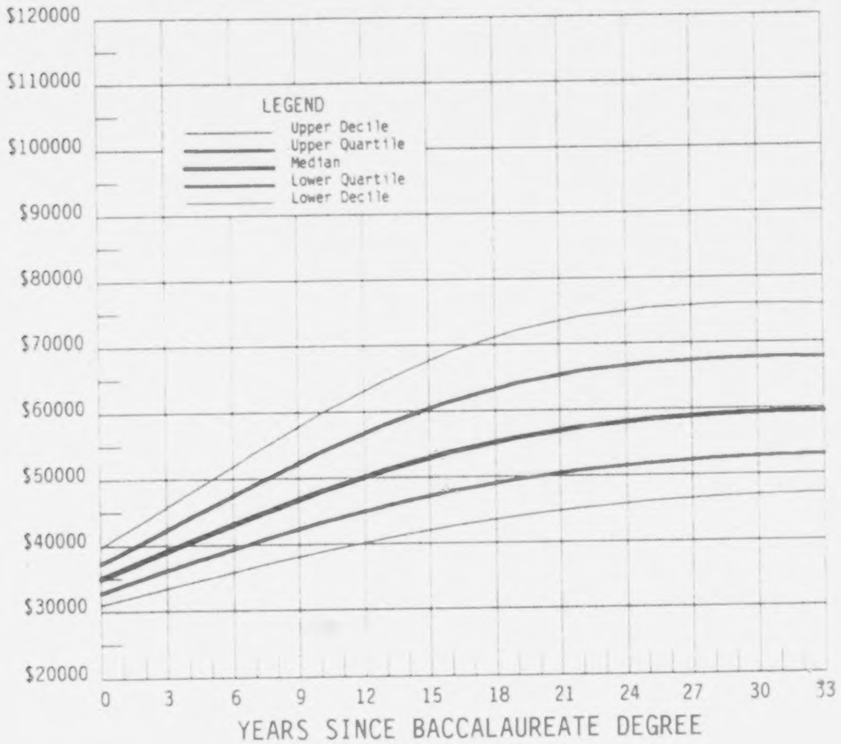
SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53450	56450	59550	65800	75100	83750	91000	96550	100250	102400	103350	103300	90500	2.2
Upper Quartile	0	0	0	0	0	0	52300	55000	57700	62750	69400	74750	78800	81700	83700	85000	85750	86450	77000	3.6
Median	0	0	0	0	0	0	47450	49650	51750	55700	61050	65400	68850	71400	73200	74400	75150	75800	67150	3.6
Lower Quartile	0	0	0	0	0	0	44350	46100	47800	51000	55200	58600	61200	63150	64500	65400	66000	66500	57700	3.4
Lower Decile	0	0	0	0	0	0	42500	44050	45500	48100	51250	53600	55250	56400	57200	57650	57950	58150	51350	3.8
Mean	0	0	0	0	0	0	48900	51250	53550	57850	63550	68200	71750	74400	76200	77450	78200	78800	69500	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59300	59100	0	67950	75900	81650	85800	97750	97950	105750	104600	106200	90500	
Upper Quartile	0	0	0	0	0	0	57650	49650	0	62200	72550	74150	73800	81250	88900	85800	88250	87100	77000	
Median	0	0	0	0	0	0	52350	33850	0	57800	65950	65700	64800	71900	76200	74300	75950	75000	67150	
Lower Quartile	0	0	0	0	0	0	50200	32950	0	52950	58550	58600	56900	63750	68550	64850	68550	65900	57700	
Lower Decile	0	0	0	0	0	0	46900	32350	0	50500	53600	54100	51700	55150	60300	57800	61650	58000	51350	
Mean	0	0	0	0	0	0	53500	42350	0	59050	66650	67400	67250	74300	79800	77950	80300	79650	69500	
Supporting Data																				
Total Number	1	152	47	20	33	86	402	259	129	1202	1545	1700	2076	1536	1021	935	677	1453	13273	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	7	9	33	10	14	65	141	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39700	41700	43700	45700	47750	49800	51850	53900	55850	59700	64800	69000	72100	74200	75350	75850	75850	75250	64900	2.2
Upper Quartile	37200	38900	40600	42300	44050	45750	47450	49100	50750	53900	58050	61500	64100	65900	67000	67550	67750	67550	55900	2.2
Median	34[illegible]	36300	37700	39050	40400	41750	43050	44350	45600	48000	51200	53850	55900	57400	58450	59050	59400	59600	47700	2.2
Lower Quartile	32800	33950	35050	36150	37200	38300	39350	40350	41350	43250	45750	47900	49600	50900	51800	52450	52850	53250	39800	2.2
Lower Decile	31000	31800	32600	33400	34200	35000	35800	36550	37350	38800	40800	42550	44000	45150	46000	46600	46950	47300	34950	3.6
Mean	35150	36550	38000	39400	40800	42200	43600	44950	46250	48750	52150	54950	57150	58800	59850	60550	60900	61100	49100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36900	41150	46700	46400	47500	53600	53800	56950	55900	58800	63050	64000	72450	70750	76100	77950	77550	77700	64900	
Upper Quartile	35500	37750	42350	43350	42050	47750	50400	51900	52050	53900	56700	57800	62350	65350	66100	66500	68600	71100	55900	
Median	34550	35650	39050	37900	38900	42150	44600	46500	46550	48700	50000	51800	54500	58050	57050	59400	61550	60400	47700	
Lower Quartile	33150	34550	35250	33250	35400	37950	41200	42300	41750	43450	45950	47150	48500	50750	51350	53850	53550	53200	39800	
Lower Decile	32000	32550	32300	29300	33200	34850	37500	38150	37900	38800	40750	43850	44650	40800	47350	49850	46250	46700	34950	
Mean	34650	36150	39300	38300	39350	42950	45300	47100	47150	48800	51450	53200	56200	57950	59550	61550	61850	62100	49100	
Supporting Data																				
Total Number	1133	2145	1821	1245	1418	1561	1793	1471	999	4087	2735	1980	2248	1554	1306	1014	1153	1982	31644	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38350	40500	42700	44950	47300	49650	52050	54500	56900	61700	68450	74350	79050	82450	84650	85850	86300	86150	73350	2.2
Upper Quartile	35650	37800	39950	42100	44250	46400	48500	50550	52550	56300	61300	65400	68600	71000	72700	73800	74500	75100	61550	3.6
Median	34200	35750	37300	38850	40400	41950	43450	44950	46400	49150	53000	56300	59000	61200	62900	64150	65000	65900	50600	3.0
Lower Quartile	32450	33650	34850	36050	37200	38400	39500	40650	41750	43850	46750	49250	51350	53050	54300	55200	55800	56350	41100	3.4
Lower Decile	30800	31550	32350	33150	33950	34750	35600	36450	37300	38950	41450	43750	45900	47700	49200	50350	51100	51950	35150	3.2
Mean	34200	35850	37500	39150	40800	42400	44050	45650	47200	50250	54400	58000	61050	63500	65350	66750	67650	68550	53000	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36150	40800	44900	46100	47350	51300	52150	53100	57550	60900	73050	71800	74600	79150	91300	84600	86350	88550	73350	
Upper Quartile	35450	38200	40350	43200	41400	46200	48400	50650	51400	56400	64750	64350	65700	70950	75150	74450	73650	75400	61550	
Median	34500	35750	37850	37700	38600	41800	44350	44950	45800	50650	52950	55200	57300	64200	61900	62750	65250	66850	50600	
Lower Quartile	33150	34600	34450	32600	35200	37700	41200	41050	41400	44800	47550	48450	50600	56050	52250	56400	55150	55450	41100	
Lower Decile	32050	32900	31250	29050	32950	34600	37200	33500	37550	39600	42750	44750	46400	47950	48050	51650	48000	50900	35150	
Mean	34400	36300	37700	37950	39150	42100	44700	45000	46950	50750	56300	57150	59200	64700	66450	66400	66250	68950	53000	
Supporting Data																				
Total Number	1089	2209	1322	1081	1262	1208	1447	1307	796	3859	3344	2554	3370	2051	1584	1237	1153	2493	33364	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	5	30	5	6	50	97	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53450	56400	59400	65400	74150	81900	88050	92350	94900	96000	96150	94950	87800	2.2
Upper Quartile	0	0	0	0	0	0	51450	54050	56600	61350	67650	72650	76500	79200	81100	82300	83050	83700	74950	3.6
Median	0	0	0	0	0	0	46700	48800	50850	54700	59900	64200	67600	70150	72000	73200	73950	74600	66250	3.6
Lower Quartile	0	0	0	0	0	0	43000	44600	46200	49300	53600	57300	60250	62450	63950	64900	65450	65750	56500	2.2
Lower Decile	0	0	0	0	0	0	41550	42950	44300	46750	49800	52100	53750	54900	55700	56200	56500	56700	50450	3.8
Mean	0	0	0	0	0	0	48300	50550	52700	56850	62250	66650	70000	72500	74200	75350	76000	76600	67800	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	52900	58400	70250	71600	75850	80750	81750	89150	98900	89400	96400	102200	87800	
Upper Quartile	0	0	0	0	0	0	52150	48950	59050	63300	72600	71050	70400	75450	90400	82600	86050	86200	74950	
Median	0	0	0	0	0	0	50800	33750	51050	58400	66400	65800	62100	69650	75450	72600	74900	74850	66250	
Lower Quartile	0	0	0	0	0	0	48450	32900	45550	54600	58900	57350	54600	61300	66850	62750	68300	67800	56500	
Lower Decile	0	0	0	0	0	0	43200	32350	44200	51250	53150	52250	51250	51300	57900	56000	61400	57500	50450	
Mean	0	0	0	0	0	0	50400	41850	53600	60000	66900	65800	64550	70500	79700	74200	78250	79300	67800	
Supporting Data																				
Total Number	1	145	15	13	27	71	249	245	105	698	1244	976	1530	1052	678	612	423	1079	9162	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	5	30	5	6	50	97	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39000	40850	42800	44700	46650	48600	50500	52400	54250	57750	62400	66150	68850	70550	71450	71750	71650	70950	62550	2.2
Upper Quartile	36500	38100	39700	41250	42850	44450	46050	47600	49100	52050	55950	59250	61800	63650	64850	65600	65950	66100	53800	2.2
Median	34600	35900	37200	38550	39800	41100	42350	43600	44750	47050	50050	52550	54500	55900	56850	57450	57750	58000	46100	2.2
Lower Quartile	32450	33600	34700	35800	36900	37950	39000	40000	40950	42800	45250	47350	49000	50350	51350	52050	52500	52900	38500	3.4
Lower Decile	30750	31500	32250	33000	33750	34550	35300	36050	36800	38300	40450	42400	44150	45600	46800	47700	48300	48950	34500	3.2
Mean	34600	35950	37300	38700	40050	41400	42700	44000	45250	47700	50900	53600	55700	57250	58250	58900	59250	59500	47350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36150	40750	44700	46050	47050	50150	50750	52750	55450	58450	61750	61450	69650	67700	69650	70500	71950	74900	62550	
Upper Quartile	35450	37600	40250	43150	41100	45250	46150	50700	50300	53800	53350	56300	61300	65250	61900	62850	67100	69350	53800	
Median	34500	35600	37800	37600	38500	41550	43500	45450	45200	48550	49000	50100	52750	58800	54000	58300	59200	59200	46100	
Lower Quartile	33150	34500	34400	32550	35150	37500	40250	41950	40750	44000	45150	46550	47950	51950	50600	53400	51300	52900	38500	
Lower Decile	32050	32550	31200	29000	32900	34500	36750	37350	37050	39000	39750	43300	44200	46800	45950	47450	45150	49450	34500	
Mean	34400	36000	37500	37850	38850	41550	43550	45750	45950	48750	50050	51800	54800	58600	56550	58750	59250	61000	47350	
Supporting Data																				
Total Number	1089	2065	1307	1068	1234	1137	1198	1062	691	3161	2100	1578	1840	999	906	625	730	1413	24202	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45450	47950	50500	53100	55700	58400	61050	66350	73900	80500	85800	89650	92150	93450	94000	93750	80500	2.2
Upper Quartile	0	0	43900	46100	48300	50550	52850	55100	57300	61600	67400	72200	75750	78050	79300	79750	79700	78800	67400	2.2
Median	0	0	40000	41850	43750	45650	47500	49350	51100	54500	58900	62300	64600	65900	66400	66350	66000	64850	57100	2.2
Lower Quartile	0	0	37050	38500	39950	41400	42800	44150	45500	48050	51350	54050	56000	57350	58100	58450	58550	58300	48600	2.2
Lower Decile	0	0	35150	36250	37350	38350	39350	40250	41150	42700	44600	46050	47050	47750	48200	48450	48550	48650	40400	4.4
Mean	0	0	40450	42300	44150	46050	47900	49750	51600	55100	59800	63700	66600	68600	69800	70300	70450	70050	59650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52550	49700	51150	55650	58400	59200	57250	62750	70550	79600	87500	95300	88950	104200	92750	89900	80500	
Upper Quartile	0	0	50850	44950	45900	54350	55600	57600	54000	57650	63350	75350	76050	80450	79850	82600	77550	77900	67400	
Median	0	0	42550	39700	41950	45350	52050	51100	50300	51450	57650	62450	67000	64950	69100	68600	63900	64250	57100	
Lower Quartile	0	0	39950	35600	38900	39800	45050	43800	45000	45700	52500	56850	58900	51800	60900	58300	60800	57450	48600	
Lower Decile	0	0	38150	34450	36350	35400	40550	40400	41200	39500	47450	52200	53450	39750	53700	52250	53450	40900	40400	
Mean	0	0	44550	41150	43000	46800	50750	50550	50000	51600	58550	65600	69350	67500	70900	73250	70050	68200	59650	
Supporting Data																				
Total Number	40	84	543	179	187	419	728	400	300	1331	829	1036	801	866	580	563	531	744	10160	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	4	1	3	3	11	30	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66300	76150	85400	93300	99450	103650	106150	107300	107450	95000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62650	70050	76400	81600	85650	88600	90600	91850	92900	79050	3.6
Median	0	0	0	0	0	0	0	0	0	57700	63650	68550	72100	74300	75350	75600	75300	74000	67350	2.9
Lower Quartile	0	0	0	0	0	0	0	0	0	54250	58300	61250	63300	64700	65600	66150	66450	66700	59000	3.5
Lower Decile	0	0	0	0	0	0	0	0	0	50900	54900	57900	59800	60800	61000	60750	60200	58850	54850	2.2
Mean	0	0	0	0	0	0	0	0	0	58700	65350	70950	75250	78150	79700	80300	80250	79200	71650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59750	0	0	66200	77050	80950	92100	109850	95250	114800	108450	105200	95000	
Upper Quartile	0	0	0	0	0	0	59100	0	0	59600	68600	77400	79450	92300	85950	98300	92050	86550	79050	
Median	0	0	0	0	0	0	58000	0	0	57050	62900	65050	71900	79600	75950	76850	76400	72400	67350	
Lower Quartile	0	0	0	0	0	0	56900	0	0	51650	55750	60400	62850	70000	69050	67250	68350	61600	59000	
Lower Decile	0	0	0	0	0	0	56250	0	0	50100	53800	56450	57800	62200	62000	63000	61500	58200	54850	
Mean	0	0	0	0	0	0	58500	0	0	57250	64300	69250	73750	82700	78550	83600	81100	77600	71650	
Supporting Data																				
Total Number	0	6	32	5	6	11	154	12	20	492	260	704	500	386	255	270	198	308	3618	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	4	1	2	3	11	30	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46250	48350	50400	52500	54600	56650	58650	62500	67750	72050	75300	77550	78900	79600	79800	79450	68850	2.2
Upper Quartile	0	0	44900	46550	48150	49750	51350	52900	54400	57200	60900	63900	66100	67650	68600	69100	69300	69200	59200	2.2
Median	0	0	40400	41950	43500	45000	46500	47900	49250	51800	55000	57400	59000	59900	60250	60250	60000	59250	52050	2.2
Lower Quartile	0	0	37450	38400	39400	40350	41250	42150	43000	44600	46700	48450	49750	50750	51500	51950	52250	52500	43150	2.2
Lower Decile	0	0	35300	36200	37050	37850	38600	39250	39900	41000	42350	43300	44000	44400	44700	44850	44950	45000	38950	4.4
Mean	0	0	40850	42300	43800	45200	46650	48000	49300	51800	55050	57600	59450	60700	61450	61800	61900	61650	53000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52050	49450	50850	55500	55150	59200	55850	59600	65850	72400	77350	74350	80700	82000	79000	81300	68850	
Upper Quartile	0	0	50400	44400	45750	54200	53400	57650	53650	53350	59550	62400	67600	63250	71800	72450	67500	71850	59200	
Median	0	0	42300	39500	41700	44800	50700	51350	50100	48450	56700	56100	60650	53250	64300	60000	62100	60750	52050	
Lower Quartile	0	0	39750	35550	38800	39650	43250	43650	44650	41750	49750	51300	53950	40500	55950	53450	59350	51550	43150	
Lower Decile	0	0	38100	34450	36300	35350	39800	40300	41050	38000	45650	46000	48650	38950	50700	50700	46500	39700	38950	
Mean	0	0	43800	40900	42800	46450	48700	50550	49400	48300	55900	57800	62100	55300	64950	63700	63500	61600	53000	
Supporting Data																				
Total Number	40	79	511	174	181	407	574	388	280	839	569	332	301	480	326	293	333	436	6542	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55450	59300	63100	66800	73800	82950	90100	95350	98950	101200	102450	103150	103550	95000	4.4
Upper Quartile	0	0	0	0	0	51250	54350	57350	60250	65700	72750	78250	82300	85000	86750	87750	88300	88600	82550	4.4
Median	0	0	0	0	0	46600	48950	51200	53450	57650	63300	67850	71250	73650	75200	76100	76600	76850	71400	4.4
Lower Quartile	0	0	0	0	0	43200	45050	46900	48700	52100	56600	60250	63050	65000	66250	66950	67350	67550	59400	4.4
Lower Decile	0	0	0	0	0	39850	41300	42700	44100	46700	50250	53250	55650	57500	58900	59900	60600	61350	52050	2.8
Mean	0	0	0	0	0	47750	50300	52750	55200	59750	65700	70500	74050	76500	78100	79000	79500	79750	73200	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	79750	63000	61600	63650	74050	77650	88800	93800	88850	96600	110650	113700	108750	95000	
Upper Quartile	0	0	0	0	0	62800	55800	56550	61050	63050	74050	76600	77300	85050	84050	90500	93150	90150	82550	
Median	0	0	0	0	0	53800	51200	51800	56250	56200	62900	63250	66950	76750	77150	74300	77550	79250	71400	
Lower Quartile	0	0	0	0	0	49800	48600	50350	49000	51550	54750	56600	58450	66850	71050	65500	68500	68500	59400	
Lower Decile	0	0	0	0	0	44500	47050	41850	40000	47300	48800	50600	56050	58600	61200	60350	61600	59100	52050	
Mean	0	0	0	0	0	58000	54600	52000	54950	59000	64350	67050	71000	75100	78800	79950	83150	81700	73200	
Supporting Date																				
Total Number	4	4	3	5	2	21	21	23	31	99	107	91	153	173	163	149	146	198	1393	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	6	5	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

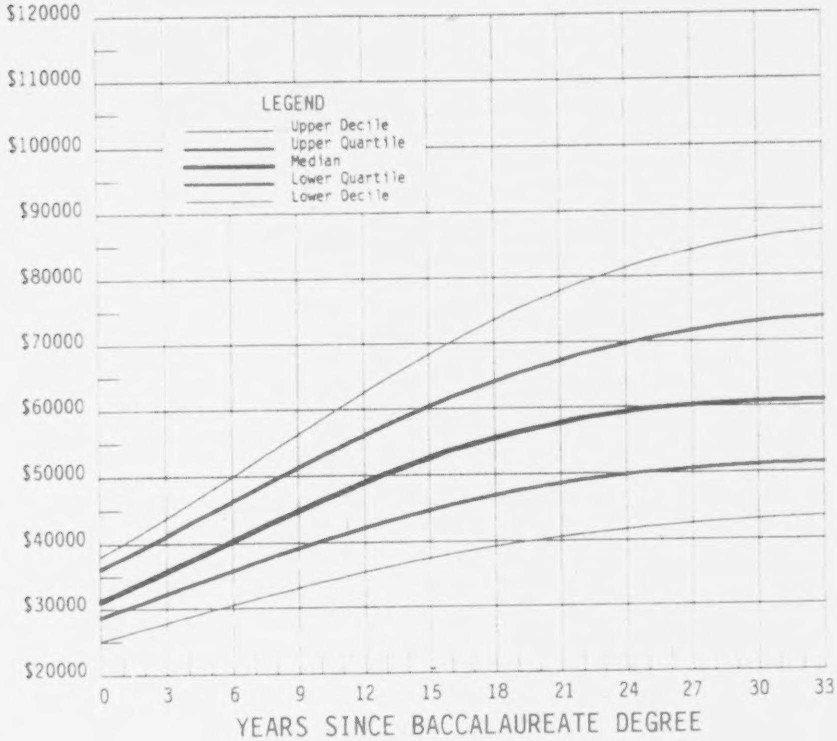
1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	75700	86000	94300	100450	104650	107350	108900	109700	110200	111950	4.4
Upper Quartile	0	0	0	0	0	0	0	0	0	72050	80550	87000	91550	94550	96400	97450	98000	98350	92400	4.4
Median	0	0	0	0	0	0	0	0	0	67400	73950	78500	81500	83400	84500	85150	85450	85650	80450	4.4
Lower Quartile	0	0	0	0	0	0	0	0	0	63200	68600	72200	74450	75800	76600	77000	77200	77350	74000	4.4
Lower Decile	0	0	0	0	0	0	0	0	0	57150	62050	65400	67550	68850	69600	70000	70200	70400	65600	3.8
Mean	0	0	0	0	0	0	0	0	0	67950	75200	80550	84200	86600	88050	88850	89250	89500	85400	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	109400	76150	105550	114200	89550	99600	119000	124000	122100	111950	
Upper Quartile	0	0	0	0	0	0	0	0	0	92200	75150	92600	94600	87250	88950	100550	109150	108050	92400	
Median	0	0	0	0	0	0	0	0	0	69300	73700	81700	84800	79850	78550	88800	88950	91100	80450	
Lower Quartile	0	0	0	0	0	0	0	0	0	58850	72250	69600	72750	77000	75600	77850	73150	80800	74000	
Lower Decile	0	0	0	0	0	0	0	0	0	55050	62400	60500	65700	73500	72650	67000	64000	71450	65600	
Mean	0	0	0	0	0	0	0	0	0	75850	73600	81900	86050	81750	84150	91950	93450	95200	85400	
Supporting Data																				
Total Number	0	2	0	3	0	4	0	2	4	12	40	20	46	98	88	53	56	65	493	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	5	5	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55400	58950	62300	65500	71200	77950	82650	85800	87750	88900	89550	89900	90100	85950	4.4
Upper Quartile	0	0	0	0	0	49450	52000	54500	56900	61400	67150	71650	74950	77200	78600	79450	79850	80100	75450	4.4
Median	0	0	0	0	0	46200	48250	50250	52150	55650	60050	63450	65900	67600	68650	69250	69550	69750	64200	4.4
Lower Quartile	0	0	0	0	0	43150	44900	46600	48150	51100	54850	57750	59850	61300	62200	62700	62950	63150	55950	4.4
Lower Decile	0	0	0	0	0	39350	40700	42000	43300	45700	48950	51600	53600	55050	55950	56450	56750	56900	50250	4.4
Mean	0	0	0	0	0	46900	49150	51300	53350	57100	61900	65600	68250	70050	71150	71800	72150	72350	66500	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	76500	63150	59800	63800	69850	77750	79250	78600	78850	87200	102150	96900	91800	85950	
Upper Quartile	0	0	0	0	0	60300	55900	52900	59500	60650	63500	70100	70600	71550	79300	80900	85850	84000	75450	
Median	0	0	0	0	0	52200	51250	51550	55100	55300	57150	61150	60700	66150	71650	67000	72800	74800	64200	
Lower Quartile	0	0	0	0	0	48250	48700	50250	48250	50950	51300	55200	57300	59600	62650	64650	66250	64600	55950	
Lower Decile	0	0	0	0	0	43900	47150	41550	39550	46800	46300	49300	53750	52500	55100	57350	60750	57450	50250	
Mean	0	0	0	0	0	54800	54800	51150	54250	56650	58750	62800	64450	66400	72450	73350	76850	75100	66500	
Supporting Data																				
Total Number	4	2	3	3	2	17	21	21	27	87	67	71	107	75	75	96	91	133	900	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

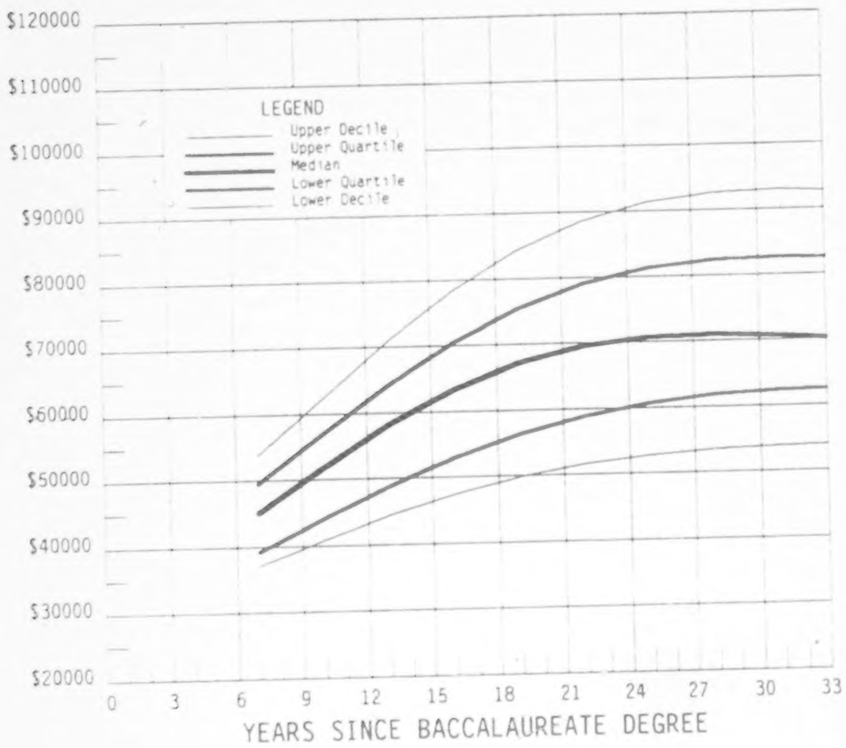
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	39850	41800	43800	45800	47850	49950	52050	54200	58400	64550	70200	75150	79200	82400	84700	86300	88150	73650	2.2
Upper Quartile	36150	37750	39450	41150	42850	44550	46250	47950	49650	52950	57600	61750	65300	68200	70450	72100	73300	74800	59550	2.2
Median	31150	32650	34150	35650	37200	38750	40300	41800	43300	46250	50250	53700	56350	58350	59650	60400	60800	60900	48000	2.2
Lower Quartile	28750	29950	31100	32300	33450	34650	35800	36950	38050	40200	43100	45600	47600	49100	50200	50900	51300	51700	39050	2.2
Lower Decile	25100	26000	26950	27850	28750	29650	30550	31400	32250	33900	36150	38050	39650	40950	41950	42650	43200	43850	32950	2.2
Mean	31850	33300	34800	36300	37800	39300	40850	42350	43850	46800	50950	54550	57600	59950	61650	62850	63550	64300	50900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	52450	36900	51950	46050	41600	44950	49700	51000	56150	57050	66850	72250	74200	84550	83450	81750	80750	88500	73650	
Upper Quartile	51550	34950	50250	44450	39750	39950	45800	46500	49750	51650	59700	61600	63500	82000	79450	67600	72500	69850	59550	
Median	50150	33100	35450	37850	35750	35050	41950	40900	43100	47750	52050	51250	53350	66400	60600	62300	59150	59250	48000	
Lower Quartile	32300	30700	31900	34250	32650	30400	38350	38950	35250	42150	44700	44650	42450	54950	50550	56750	54300	49000	39050	
Lower Decile	28900	27650	27900	32050	30600	20200	35150	37100	32150	34200	39200	37100	38900	45050	40550	47100	43550	41050	32950	
Mean	42150	32950	38300	38650	36650	34450	42250	43000	43700	46950	52550	53850	54700	70000	61800	64550	63550	61800	50900	
Supporting Data																				
Total Number	266	230	527	495	584	760	374	550	425	1318	1053	766	1085	665	785	651	383	1147	12063	
$125,000 or More	0	0	0	0	2	0	0	0	0	0	0	0	0	29	2	0	2	9	44	
Less Than $22000	0	2	0	0	0	139	0	0	4	0	0	0	0	0	0	0	0	2	147	

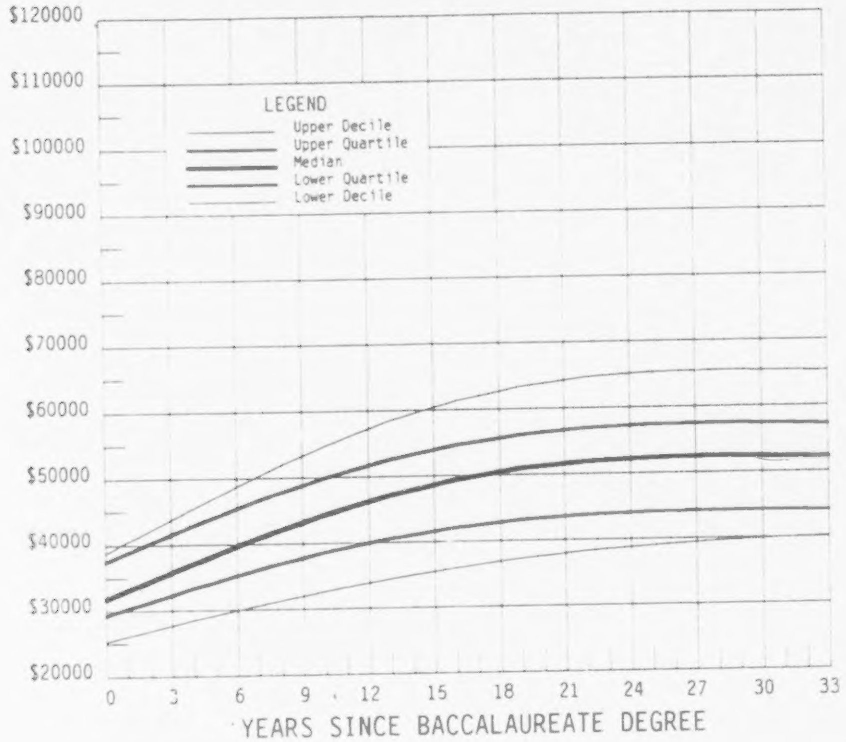
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	53700	56550	62300	70750	78250	84350	88650	91300	92550	92900	92000	84950	2.2
Upper Quartile	0	0	0	0	0	0	0	49450	51950	56900	64050	70350	75400	79050	81250	82350	82650	82050	78100	2.2
Median	0	0	0	0	0	0	0	45050	47300	51800	58050	63250	67150	69600	70750	70950	70600	69050	64000	2.2
Lower Quartile	0	0	0	0	0	0	0	39150	40800	44100	48750	52900	56300	58900	60700	61800	62400	62750	54100	2.2
Lower Decile	0	0	0	0	0	0	0	37000	38300	40850	44400	47450	49850	51600	52800	53500	53850	54050	45100	2.2
Mean	0	0	0	0	0	0	0	45250	47450	51850	58100	63550	67800	70800	72550	73350	73500	72800	66550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	52700	55700	64950	71800	82100	78850	89900	84650	102700	91500	92750	84950	
Upper Quartile	0	0	0	0	0	0	0	48250	49900	59050	63850	71350	72250	83650	82900	79650	75350	84050	78100	
Median	0	0	0	0	0	0	0	46000	41500	52650	57750	61500	61450	81000	80000	67800	69450	66500	64000	
Lower Quartile	0	0	0	0	0	0	0	44550	33100	46450	46550	51700	54350	67200	63450	63250	57400	61150	54100	
Lower Decile	0	0	0	0	0	0	0	42350	32450	43800	44000	46450	43550	58100	58150	56850	54650	51350	45100	
Mean	0	0	0	0	0	0	0	47200	42550	53750	57200	63600	62700	80700	74400	74100	70650	71550	66550	
Supporting Data																				
Total Number	5	7	7	16	6	14	21	76	86	247	405	282	486	412	378	296	202	601	3547	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	29	2	0	2	9	44	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38750	40450	42100	43800	45450	47100	48750	50300	51850	54700	58450	61300	63350	64650	65300	65450	65400	64800	58900	2.2
Upper Quartile	37450	38800	40200	41550	42850	44150	45400	46600	47750	49900	52600	54650	56050	56900	57350	57450	57350	56900	51400	2.2
Median	31750	33100	34450	35750	37100	38400	39650	40900	42100	44350	47200	49400	50950	51900	52350	52450	52350	51850	43300	2.2
Lower Quartile	29300	30350	31350	32350	33350	34300	35250	36150	37000	38600	40600	42100	43150	43800	44150	44250	44200	43900	36350	2.2
Lower Decile	25250	26050	26850	27650	28450	29200	29950	30650	31350	32700	34450	36000	37250	38250	39000	39600	40000	40550	31900	2.2
Mean	32550	33800	35100	36350	37600	38850	40050	41200	42350	44450	47150	49250	50750	51750	52250	52450	52450	52150	44350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	52450	36000	51950	46100	41300	44300	49000	50800	56400	52800	62000	62100	63350	64600	64450	63650	67350	64900	58900	
Upper Quartile	51600	34750	50300	44550	39700	39700	45450	45650	49700	50600	56750	53400	54200	59300	53050	62500	61950	55400	51400	
Median	50200	33000	35400	37800	35650	34950	41850	40450	43250	47100	49450	47800	45350	52000	51050	60600	55000	50550	43300	
Lower Quartile	32250	30550	31850	34200	32650	30300	38400	38700	37100	40700	40900	39700	39800	45050	43600	51000	44700	42700	36350	
Lower Decile	28850	27400	27850	31900	30550	20150	35350	36750	31700	32700	38200	35250	37850	42050	36950	42650	41950	37400	31900	
Mean	42300	32850	38300	38600	36200	34150	42000	42350	44000	45400	49600	48150	48250	52600	50050	56600	55600	51050	44350	
Supporting Data																				
Total Number	262	223	520	479	578	745	353	474	339	1071	648	484	598	253	407	355	181	547	8516	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	2	0	0	0	139	0	0	4	0	0	0	0	0	0	0	0	0	145	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34000	35900	37850	39850	41900	44050	46200	48400	50600	55100	61650	67750	73000	77200	80400	82550	83900	85250	66350	2.2
Upper Quartile	32650	34300	35950	37650	39400	41150	42950	44700	46500	49950	54800	59000	62450	65050	66800	67900	68500	68800	54450	2.2
Median	30100	31550	33000	34500	36000	37500	39000	40500	41950	44750	48500	51550	53850	55450	56350	56800	56900	56550	44000	2.2
Lower Quartile	28250	29300	30400	31500	32550	33600	34650	35650	36650	38550	41100	43200	44800	46000	46850	47350	47650	47800	36250	2.2
Lower Decile	24200	25100	25950	26850	27750	28650	29500	30350	31150	32700	34800	36600	38100	39250	40100	40750	41150	41700	32050	2.2
Mean	30100	31500	32950	34400	35850	37350	38850	40300	41800	44650	48650	52200	55050	57250	58850	59900	60500	61050	47300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34950	36250	37950	40450	40750	42400	46950	49300	54950	54300	63500	65350	71750	88250	77350	84650	75450	86550	66350	
Upper Quartile	33550	34850	36150	37600	39450	38500	44400	44450	48750	51150	58550	53400	58850	80250	65500	67100	72050	67850	54450	
Median	32000	33100	32950	35000	35250	34450	40650	40300	41400	47450	50850	48800	50150	59500	60200	61700	57000	54850	44000	
Lower Quartile	29100	30650	30450	32850	32750	29300	37450	38550	33550	41100	43650	41350	40900	50400	46150	50700	53550	46050	36250	
Lower Decile	27850	27200	27250	29550	30550	19900	34450	36600	31650	32500	38500	35750	38300	44800	39850	42600	42800	38500	32050	
Mean	31450	32750	33100	35200	36400	33000	40850	41750	42150	45900	51000	49850	51650	68650	58400	62950	61000	59300	47300	
Supporting Data																				
Total Number	121	217	361	295	498	660	271	383	324	987	721	555	808	319	288	349	262	737	8156	
$125,000 or More	0	0	0	0	2	0	0	0	0	0	0	0	0	28	0	0	0	5	35	
Less Than $22000	0	2	0	0	0	139	0	0	4	0	0	0	0	0	0	0	0	2	147	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	52600	55550	61500	70300	78150	84400	88800	91350	92400	92450	91050	83850	2.2
Upper Quartile	0	0	0	0	0	0	0	48550	50800	55250	61650	67350	72000	75450	77800	79100	79750	79850	71300	2.2
Median	0	0	0	0	0	0	0	42450	44300	48000	53200	57850	61600	64400	66250	67350	67900	68050	60550	2.2
Lower Quartile	0	0	0	0	0	0	0	38250	39850	42950	47300	51100	54100	56300	57750	58600	58950	59000	51250	2.2
Lower Decile	0	0	0	0	0	0	0	36150	37400	39800	43000	45550	47450	48700	49400	49700	49700	49350	43300	2.2
Mean	0	0	0	0	0	0	0	43800	45800	49700	55350	60300	64300	67250	69200	70350	70850	70800	63200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	51000	54300	63300	69000	75650	75550	141600	80750	110500	79250	89200	83850	
Upper Quartile	0	0	0	0	0	0	0	49100	47400	57750	62400	67100	70750	83750	67750	79900	74700	82750	71300	
Median	0	0	0	0	0	0	0	46400	33900	51700	57150	52850	59000	76900	63500	66750	71050	66600	60550	
Lower Quartile	0	0	0	0	0	0	0	41700	32950	45750	46500	50550	53450	59500	60250	63950	55800	57150	51250	
Lower Decile	0	0	0	0	0	0	0	38500	32400	43100	42900	45400	42700	56850	51300	52550	54000	46950	43300	
Mean	0	0	0	0	0	0	0	45200	40350	52450	55750	58900	60650	81800	64800	73800	68850	69900	63200	
Supporting Data																				
Total Number	5	7	7	16	6	6	10	22	73	177	269	176	330	185	160	177	128	369	2123	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	28	0	0	0	5	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34300	36100	37950	39800	41650	43500	45350	47150	48900	52150	56300	59350	61250	62100	62200	61800	61100	59500	54650	2.2
Upper Quartile	32650	34300	35950	37600	39300	40950	42550	44100	45650	48450	51950	54500	56000	56650	56650	56200	55600	54200	48250	2.2
Median	30600	31950	33300	34600	35950	37200	38450	39700	40850	42950	45550	47400	48550	49050	49100	48900	48500	47550	40050	2.2
Lower Quartile	28350	29400	30450	31450	32450	33400	34350	35200	36000	37500	39300	40550	41300	41600	41650	41450	41200	40550	34400	2.2
Lower Decile	24500	25250	26000	26700	27450	28150	28850	29550	30250	31550	33350	34900	36300	37400	38350	39050	39600	40350	30850	2.2
Mean	30300	31650	33000	34300	35650	36950	38200	39450	40650	42850	45600	47700	49050	49800	50050	50000	49750	49000	41700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35000	35850	38000	39950	40650	41800	46850	49050	55100	52350	59550	56800	55800	62300	65050	63100	64150	60300	54650	
Upper Quartile	33550	34650	36050	37300	39350	38400	44400	43850	49150	50300	55950	50850	51500	56800	56150	60450	58250	54300	48250	
Median	31700	33000	32900	34800	35150	34450	40750	40150	41850	46950	47650	46000	42400	49250	46550	51350	54250	48300	40050	
Lower Quartile	29050	30500	30400	32750	32750	29250	37700	38500	35300	39350	40250	38450	39150	45150	40800	43450	43450	39950	34400	
Lower Decile	27750	26950	27200	29500	30500	19900	34650	36550	31200	31650	35700	34550	37450	41900	38900	41200	41700	36300	30850	
Mean	31400	32600	33050	34950	35900	32850	40900	41500	42700	44500	48200	45650	45400	50500	50450	51800	53400	48700	41700	
Supporting Data																				
Total Number	116	210	354	279	492	654	261	361	251	810	452	379	478	134	128	172	133	368	6033	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	2	0	0	0	139	0	0	4	0	0	0	0	0	0	0	0	0	145	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	43650	46350	49100	51900	54750	57600	63100	70550	76400	80150	81900	82100	81250	79850	76700	73650	2.2
Upper Quartile	0	0	0	40700	42950	45250	47550	49800	52050	56300	61800	65850	68300	69200	69050	68200	67050	64500	62650	2.2
Median	0	0	0	38300	40100	41900	43700	45450	47150	50400	54450	57500	59400	60250	60350	60000	59350	57800	52450	2.2
Lower Quartile	0	0	0	34500	36050	37550	39050	40550	42000	44700	48200	50900	52700	53750	54150	54100	53800	52900	45250	2.2
Lower Decile	0	0	0	33900	34700	35450	36150	36800	37400	38500	39750	40650	41150	41400	41450	41350	41200	40750	39600	2.2
Mean	0	0	0	38150	40000	41900	43800	45650	47450	50900	55350	58750	60900	62000	62250	61950	61300	59750	55100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	43800	45300	50850	55050	52950	58900	61900	73500	79750	81050	78800	73750	88400	83800	78950	73650	
Upper Quartile	0	0	0	42250	42750	45800	49850	47800	51200	54450	64300	70900	70850	70050	60550	73550	71550	65900	62650	
Median	0	0	0	39600	39300	42700	44900	45000	47650	48850	56200	62750	62300	60800	51700	61900	59800	61250	52450	
Lower Quartile	0	0	0	36800	31550	39900	41650	40250	44200	44550	48200	54000	52650	50650	50050	57600	57200	54200	45250	
Lower Decile	0	0	0	34700	30600	36700	38550	38600	38600	39300	40300	47750	45750	42500	27750	53850	53000	46050	39600	
Mean	0	0	0	39700	38100	43300	45750	44850	48300	49800	56800	63500	63400	61050	53300	67000	66150	62200	55100	
Supporting Data																				
Total Number	145	13	26	61	86	93	97	152	87	297	257	189	248	159	319	106	107	343	2784	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	51900	55100	58400	64950	74400	82400	88150	91500	92650	92250	91050	87600	83650	2.2
Upper Quartile	0	0	0	0	0	0	49000	52000	55050	61100	69250	75450	79100	80300	79650	77900	75750	71350	74250	2.2
Median	0	0	0	0	0	0	46050	48500	50850	55450	61400	65650	68100	68800	68250	67000	65500	62350	63750	2.2
Lower Quartile	0	0	0	0	0	0	42600	44700	46800	50850	56100	60100	62550	63550	63500	62750	61700	59350	58050	2.2
Lower Decile	0	0	0	0	0	0	39700	41000	42300	44800	48200	51100	53450	55250	56500	57350	57850	58300	48000	2.2
Mean	0	0	0	0	0	0	46050	48550	51050	55850	62400	67550	70900	72500	72750	72050	70900	68150	66600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61600	49600	0	70450	76800	84250	84350	84100	92550	95850	101500	86150	83650	
Upper Quartile	0	0	0	0	0	0	55400	46900	0	61950	73650	77900	76100	78300	80200	81000	75650	71050	74250	
Median	0	0	0	0	0	0	53650	45850	0	56400	64100	68850	63650	71050	72750	64600	59250	64450	63750	
Lower Quartile	0	0	0	0	0	0	48750	44850	0	50350	57950	62950	59650	65050	62950	58600	57600	61950	58050	
Lower Decile	0	0	0	0	0	0	47600	44200	0	45650	50700	56400	45650	54200	60400	57050	56650	60600	48000	
Mean	0	0	0	0	0	0	53050	46650	0	56900	64900	70700	66650	71900	73700	70750	69550	69450	66600	
Supporting Data																				
Total Number	0	0	0	0	0	7	11	50	10	67	92	101	153	67	54	71	64	189	937	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42250	44500	46800	49100	51300	53500	55550	59350	63800	66600	67650	67450	66350	64850	63300	60250	62300	2.2
Upper Quartile	0	0	39250	41200	43150	45100	46950	48750	50450	53500	57050	59150	59950	59650	58750	57500	56200	53700	54050	2.2
Median	0	0	36850	38350	39850	41300	42750	44100	45400	47800	50750	52850	54150	54700	54750	54450	54000	52900	50100	2.2
Lower Quartile	0	0	33500	34850	36200	37500	38700	39900	41050	43050	45350	46800	47500	47550	47200	46600	45900	44550	42400	2.2
Lower Decile	0	0	33500	34150	34700	35250	35700	36150	36550	37150	37750	38000	37950	37750	37400	37000	36650	35950	38150	2.2
Mean	0	0	37000	38600	40150	41650	43150	44600	45950	48400	51300	53200	54150	54400	54050	53450	52700	51150	49250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49500	43800	45300	50000	53650	53300	58150	57650	65250	68350	71250	64450	62050	72400	75650	61100	62300	
Upper Quartile	0	0	40400	42250	42750	45250	48600	48750	50000	51800	59800	61500	65600	60750	52550	64000	67300	55450	54050	
Median	0	0	38700	39600	39300	42450	44000	41800	47050	47100	51850	55200	56300	53550	51200	58950	61850	54000	50100	
Lower Quartile	0	0	35500	36800	31550	39550	41350	39300	43500	43700	44700	49200	50600	43250	43600	52550	53350	46500	42400	
Lower Decile	0	0	34250	34700	30600	36500	38350	38200	38100	38150	39500	40950	46200	41800	27450	49600	47300	44650	38150	
Mean	0	0	39700	39700	38100	42950	44900	44000	47450	47700	52300	55250	58100	53100	49100	59250	61200	53350	49250	
Supporting Data																				
Total Number	145	13	26	61	86	86	87	102	77	229	165	88	94	92	265	34	44	154	1848	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	55700	58600	64200	71800	77850	82000	84400	85350	85350	84850	83450	84550	2.2
Upper Quartile	0	0	0	0	0	0	0	50200	52600	57250	63700	69150	73350	76250	78050	79000	79400	79350	81700	2.2
Median	0	0	0	0	0	0	0	44700	46650	50550	56250	61600	66400	70500	73800	76400	78250	80750	62900	2.2
Lower Quartile	0	0	0	0	0	0	0	41650	43750	47900	53950	59500	64200	67900	70600	72500	73700	74900	51050	2.2
Lower Decile	0	0	0	0	0	0	0	38950	40650	44050	49050	53800	58000	61650	64600	66900	68550	70800	45550	2.2
Mean	0	0	0	0	0	0	0	46450	48700	53150	59450	65100	69650	73100	75500	77050	77900	78650	66500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	70150	65500	63600	68300	91100	83550	84650	84800	78800	136650	94650	84550	
Upper Quartile	0	0	0	0	0	0	0	66950	55600	56450	55950	73900	75300	83650	83900	66550	95400	93400	81700	
Median	0	0	0	0	0	0	0	57850	53400	49300	47050	68500	60700	82000	82400	62650	89800	91350	62900	
Lower Quartile	0	0	0	0	0	0	0	48900	42800	46700	45500	62850	57100	80350	80850	61250	73050	75100	51050	
Lower Decile	0	0	0	0	0	0	0	46450	41700	44150	44600	55200	51250	61800	78350	60400	65550	68950	45550	
Mean	0	0	0	0	0	0	0	57900	51350	52150	52550	71050	65650	80050	82500	66100	92400	86650	66500	
Supporting Data																				
Total Number	0	0	140	140	0	7	6	14	14	34	75	22	29	187	178	196	14	67	1123	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	84350	87350	89300	90400	91400	92800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	75400	82900	90150	96700	107700	84300	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	0	0	74200	81650	88700	95000	105500	82200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	73150	80450	87200	93150	102750	80100	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	72500	79700	86350	92050	101200	61600	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	0	0	76750	83400	89400	94450	102300	81050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	69500	0	0	84750	84850	91900	0	94950	92800	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	46700	0	0	83900	84000	79500	0	94050	84300	
Median	0	0	0	0	0	0	0	0	0	0	45800	0	0	82500	82600	78300	0	92600	82200	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	44900	0	0	81100	81200	77100	0	91150	80100	
Lower Decile	0	0	0	0	0	0	0	0	0	0	44350	0	0	80250	80350	76400	0	90300	61600	
Mean	0	0	0	0	0	0	0	0	0	0	49800	0	0	83200	84050	80100	0	94550	81050	
Supporting Data																				
Total Number	0	0	0	0	0	2	0	3	3	3	44	5	3	160	164	48	10	43	488	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	56500	59150	64000	69500	72500	73300	72400	70650	68650	66750	63600	66400	2.2
Upper Quartile	0	0	0	0	0	0	0	51250	53550	57850	63000	66300	67850	68050	67300	66150	64950	62800	62000	2.2
Median	0	0	0	0	0	0	0	45300	47050	50400	54750	58200	60700	62300	63150	63550	63600	63300	52450	2.2
Lower Quartile	0	0	0	0	0	0	0	42050	43800	47150	51700	55400	58150	60000	61100	61650	61850	61750	46850	7.2
Lower Decile	0	0	0	0	0	0	0	39800	41400	44500	48750	52200	54900	56800	58000	58700	59050	59200	45000	2.2
Mean	0	0	0	0	0	0	0	46950	48950	52750	57500	60900	63000	63900	64000	63550	62950	61650	55300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	65450	65600	63300	67500	75300	79850	73850	70850	63600	0	91600	66400	
Upper Quartile	0	0	0	0	0	0	0	59200	55800	54100	63050	72600	74000	66850	67600	63000	0	77550	62000	
Median	0	0	0	0	0	0	0	56200	43750	49000	53800	68500	59500	59150	64700	61950	0	72800	52450	
Lower Quartile	0	0	0	0	0	0	0	48100	42400	46500	50800	64450	56800	55650	60500	60900	0	68450	46850	
Lower Decile	0	0	0	0	0	0	0	45900	41550	44000	48650	54050	50950	53400	54450	60300	0	57700	45000	
Mean	0	0	0	0	0	0	0	54500	49700	51450	56500	67000	63750	61450	64600	61600	0	72600	55300	
Supporting Data																				
Total Number	0	0	140	140	0	6	6	11	11	32	31	17	26	27	14	148	4	24	635	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

ALL INDUSTRY CURVES AND TABLES, BY GEOGRAPHIC REGION

REGIONAL CLASSIFICATION:

New England:
- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

Middle Atlantic:
- New Jersey
- New York
- Pennsylvania

East North Central:
- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

West North Central:
- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

South Atlantic:
- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland
- North Carolina
- South Carolina
- Virginia
- West Virginia

East South Central:
- Alabama
- Kentucky
- Mississippi
- Tennessee

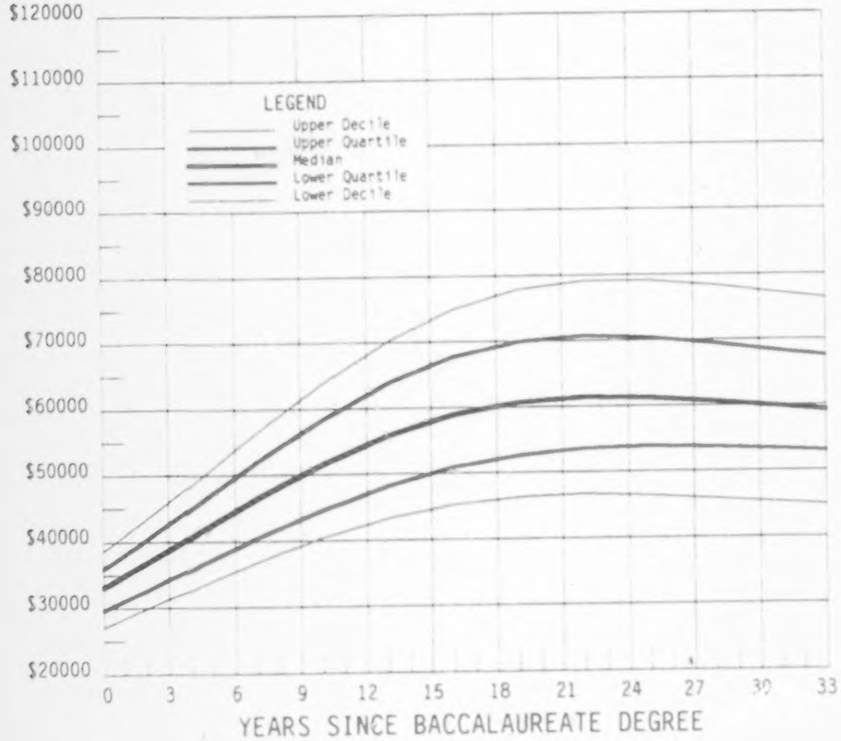
West South Central:
- Arkansas
- Louisiana
- Oklahoma
- Texas

Mountain:
- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

Pacific:
- Alaska
- California
- Hawaii
- Oregon
- Washington

Note: some participating employers are multi-regional, i.e., classed in none of the above categories.

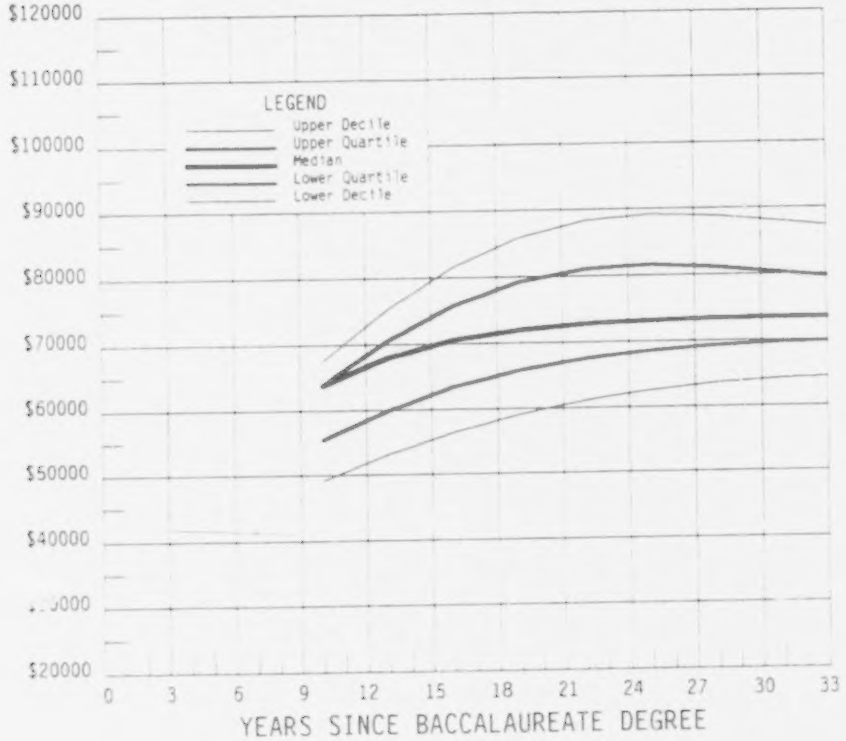
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38600	40950	43400	45950	48500	51100	53700	56300	58850	63750	70100	74900	77850	79100	79100	78250	77000	74250	70700	2.2
Upper Quartile	35950	38100	40300	42600	44900	47250	49550	51850	54100	58300	63750	67650	69900	70700	70400	69450	68250	65650	62200	2.2
Median	33150	35000	36850	38750	40700	42600	44500	46350	48150	51500	55750	58850	60650	61350	61200	60600	59750	57850	52450	2.2
Lower Quartile	29650	31150	32700	34250	35800	37350	38900	40400	41850	44600	48150	50850	52600	53550	53800	53650	53250	52150	43550	2.2
Lower Decile	27100	28450	29900	31300	32700	34100	35450	36800	38050	40400	43250	45200	46250	46600	46350	45850	45200	43800	37250	2.2
Mean	33300	35150	37000	38900	40800	42750	44650	46500	48350	51750	56200	59500	61550	62550	62650	62250	61550	59900	53500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	39900	42350	45750	49350	53050	54800	57750	60200	65000	71550	71000	71000	75950	89150	82600	77650	75050	70700	
Upper Quartile	0	35700	39100	40950	47400	50800	49700	52350	55700	60200	63500	64650	63700	70450	75000	73550	69150	66500	62200	
Median	0	34150	37000	37400	41500	43400	44900	45650	47500	53700	54550	57350	57600	64650	62900	62250	62300	56250	52450	
Lower Quartile	0	27450	34600	29650	37200	38250	42050	42500	43200	45100	45700	49700	50150	58000	54100	57250	52800	51150	43550	
Lower Decile	0	26600	27450	28100	31800	35000	39250	41000	40200	39450	40100	44700	44950	51300	49450	53200	39500	42200	37250	
Mean	0	33000	36500	36900	41800	44050	46000	47600	49350	52950	55100	57750	57700	64400	65700	65450	61950	59300	53500	
Supporting Data																				
Total Number	108	217	273	404	354	670	572	560	363	1370	1207	942	1147	720	522	515	394	686	11023	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

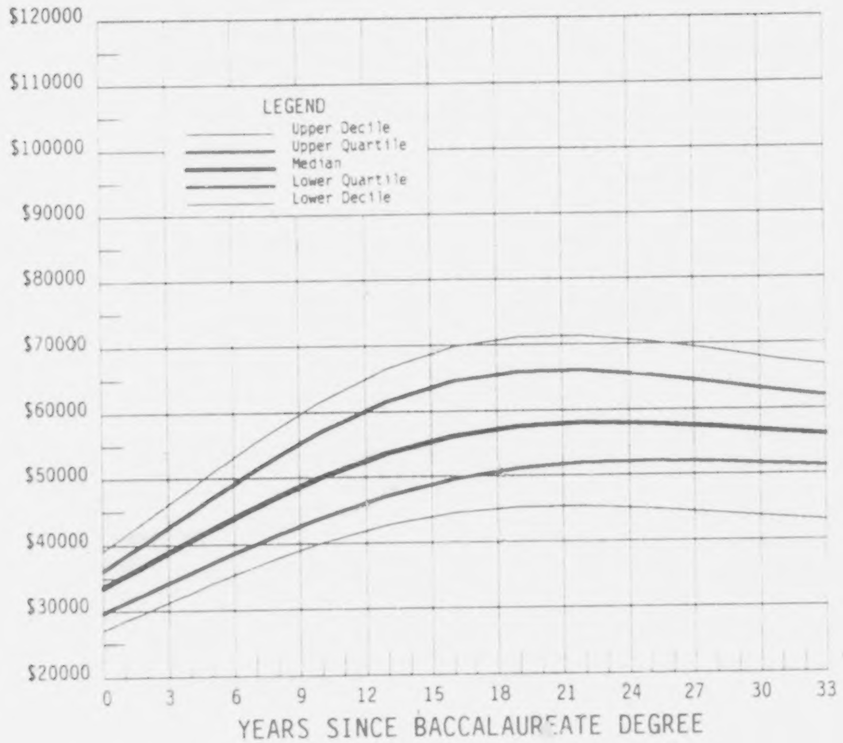
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67450	75250	81500	85850	88300	89150	88850	87950	85400	84600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63800	70500	75700	79200	81050	81550	81100	80200	77850	76750	2.2
Median	0	0	0	0	0	0	0	0	0	63750	67950	70500	71950	72750	73150	73400	73450	73500	70450	5.4
Lower Quartile	0	0	0	0	0	0	0	0	0	55400	59900	63400	65850	67550	68600	69300	69700	70100	62350	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	49100	53100	56400	59050	61100	62550	63600	64250	64850	54350	3.4
Mean	0	0	0	0	0	0	0	0	0	61250	66300	69750	72000	73400	74250	74750	75000	75200	70200	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55700	0	0	0	73700	77800	81900	79550	82850	93550	89700	98200	89250	84600	
Upper Quartile	0	0	0	0	0	55100	0	0	0	68750	74600	75550	71500	75550	90650	83350	87400	79500	76750	
Median	0	0	0	0	0	54100	0	0	0	62350	70350	68000	68100	71000	79300	78100	79350	70850	70450	
Lower Quartile	0	0	0	0	0	53100	0	0	0	53850	61150	65250	60550	67300	73900	73050	70600	68200	62350	
Lower Decile	0	0	0	0	0	45350	0	0	0	46850	51550	61200	57150	62700	71100	62450	55800	60850	54350	
Mean	0	0	0	0	0	52500	0	0	0	61450	67100	70500	67000	71900	80950	77750	79700	73700	70200	
Supporting Data																				
Total Number	0	1	2	2	6	49	8	11	14	144	212	138	297	276	172	155	56	119	1661	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41350	43650	46050	48400	50800	53150	55400	57600	61650	66550	69700	71200	71250	70400	69000	67450	64500	64850	2.2
Upper Quartile	36150	38250	40400	42600	44800	46950	49150	51250	53250	57000	61550	64550	65950	66050	65300	64050	62700	59950	58800	2.2
Median	33600	35300	37050	38800	40550	42250	43950	45600	47200	50100	53650	56150	57550	58050	57850	57250	56500	54800	50500	2.2
Lower Quartile	29750	31250	32700	34200	35650	37150	38600	40000	41350	43900	47150	49600	51150	51950	52150	51950	51550	50500	42200	2.2
Lower Decile	27050	28450	29850	31250	32600	34000	35300	36600	37850	40050	42700	44400	45200	45250	44850	44150	43400	41850	36500	2.2
Mean	33550	35300	37100	38900	40650	42450	44200	45850	47500	50500	54200	56800	58250	58750	58550	57900	57100	55400	50550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	39900	42400	45750	49350	52300	54550	57400	59950	63500	66250	67050	65750	68200	70100	69200	70800	67800	64850	
Upper Quartile	34450	35650	39150	40900	47450	50200	49300	52250	55700	59000	61050	61150	61400	65150	63700	63300	66950	62850	58800	
Median	33350	34150	37000	37350	41450	42650	44800	45550	47050	53050	51950	55900	52650	60550	56900	59900	60750	54300	50500	
Lower Quartile	32550	27450	34550	29650	37150	37950	42050	42500	43100	44200	45000	48350	48600	54200	51700	56000	52000	50500	42200	
Lower Decile	32050	26600	27400	28100	31800	34800	39250	41050	40100	39150	39500	44300	43250	49850	48250	51700	37800	41500	36500	
Mean	33950	33000	36500	36850	41800	43400	45850	47450	49200	51950	52550	55350	54400	59700	58150	60150	59050	56250	50550	
Supporting Data																				
Total Number	108	217	271	402	348	621	564	549	349	1226	995	804	850	443	350	361	339	567	9362	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36250	38350	40450	42650	44850	47100	49300	51550	53750	58000	63700	68250	71400	73250	73950	73900	73400	71850	66100	2.2
Upper Quartile	35100	36850	38650	40450	42250	44050	45850	47650	49400	52750	57250	60900	63550	65300	66250	66600	66550	65900	57700	2.2
Median	33350	34800	36250	37750	39200	40650	42050	43450	44800	47350	50700	53300	55250	56500	57200	57450	57450	57100	49100	2.2
Lower Quartile	29050	30450	31900	33350	34800	36250	37700	39100	40450	43050	46400	49050	50850	51900	52350	52400	52200	51400	41350	2.2
Lower Decile	26850	28150	29500	30850	32150	33500	34800	36000	37250	39450	42200	44100	45250	45700	45650	45300	44800	43650	35850	2.2
Mean	32600	34150	35750	37350	38950	40550	42100	43650	45150	48050	51800	54800	56950	58350	59050	59250	59150	58550	50000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	37700	37950	40900	48650	52850	46850	51500	51550	59700	62750	64500	68200	72850	91500	80650	69950	69550	66100	
Upper Quartile	34400	35500	37350	39000	43550	50200	45550	46650	46550	55050	54250	58200	61400	69150	73600	70600	66000	63750	57700	
Median	33350	34050	36350	36100	39400	41950	43400	43800	44050	50600	46700	52450	52850	64000	56750	60650	59350	55000	49100	
Lower Quartile	32550	27400	32550	29150	35600	38150	41300	42000	41500	43800	43800	46600	48750	56850	51500	56400	51250	51250	41350	
Lower Decile	32050	26550	27050	27750	31300	35000	38450	40550	37900	39200	38700	43700	43400	50750	48300	53050	37450	43750	35850	
Mean	33900	32600	35000	34950	39900	43100	43350	44750	44500	49650	49100	53100	54650	62550	62750	63050	57600	57400	50000	
Supporting Data																				
Total Number	107	206	202	327	253	477	396	392	195	657	708	575	845	432	301	350	279	522	7224	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	60700	65950	71100	76000	80350	83850	86150	87100	82550	80250	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59450	64750	69850	74350	77950	80200	80950	80000	70750	72950	1.2
Median	0	0	0	0	0	0	0	0	0	55700	59950	64000	67650	70650	72800	73900	73850	68550	67400	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51000	55150	59250	63050	66300	68850	70500	71000	66950	60100	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	46550	50500	54300	57850	60800	63050	64250	64400	59600	52550	1.2
Mean	0	0	0	0	0	0	0	0	0	54950	59550	64000	68050	71500	74050	75450	75600	70000	66650	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55650	0	0	0	63550	74850	70500	71350	75050	93900	84000	87400	85400	80250	
Upper Quartile	0	0	0	0	0	55050	0	0	0	62250	72950	67200	69650	72250	92250	81900	76650	71850	72950	
Median	0	0	0	0	0	54100	0	0	0	60050	62250	65600	62850	69650	75900	75250	68500	69850	67400	
Lower Quartile	0	0	0	0	0	53100	0	0	0	48750	54550	64050	60000	66400	73600	72650	56650	67200	60100	
Lower Decile	0	0	0	0	0	45350	0	0	0	45500	47750	56150	57150	61150	72200	61100	54300	59800	52550	
Mean	0	0	0	0	0	52500	0	0	0	56400	62450	64850	64350	69050	81950	75400	69500	70950	66650	
Supporting Data																				
Total Number	0	1	2	1	6	49	4	7	8	83	123	70	215	189	96	101	15	83	1054	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37250	39050	40850	42700	44500	46300	48100	49800	51500	54600	58600	61650	63600	64650	65000	64850	64400	63250	60500	2.2
Upper Quartile	35700	37300	38850	40450	42000	43550	45100	46600	48050	50750	54300	57100	59100	60350	60950	61200	61100	60550	53700	2.2
Median	33500	34900	36300	37650	39000	40350	41700	42950	44200	46500	49500	51850	53500	54600	55150	55350	55350	54950	46550	2.2
Lower Quartile	29300	30600	31900	33250	34550	35850	37150	38400	39650	41950	44950	47350	49050	50100	50700	50900	50850	50400	40100	2.2
Lower Decile	26700	28000	29350	30650	31950	33250	34500	35700	36900	39000	41600	43350	44300	44600	44450	43950	43400	42150	34850	2.2
Mean	32950	34350	35800	37250	38650	40100	41450	42800	44100	46550	49650	52100	53750	54800	55250	55350	55250	54650	47150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	37700	37950	40900	48650	51600	46800	51400	50500	57700	55700	59200	61850	66300	59850	63550	69450	65050	60500	
Upper Quartile	34400	35500	37350	39000	43550	48700	45500	46550	46250	54200	50800	56900	55900	63250	57150	61700	65550	61500	53700	
Median	33350	34050	36300	36050	39350	41000	43350	43750	43850	50150	45850	51300	51000	58550	53450	58600	59100	53750	46550	
Lower Quartile	32550	27400	32500	29150	35500	37800	41300	42000	41400	42450	40950	46050	47450	51900	49950	55350	50950	50800	40100	
Lower Decile	32050	26550	27050	27750	31250	33750	38450	40650	37850	38950	38350	43300	42000	48100	47600	51450	37400	43250	34850	
Mean	33900	32600	34950	34950	39800	42000	43250	44650	44150	48700	46300	51450	51350	57450	53850	58050	56900	54850	47150	
Supporting Data																				
Total Number	107	205	200	326	247	428	393	384	186	574	585	504	630	243	206	249	264	438	6170	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44300	47050	49900	52750	55650	58550	61400	66950	74150	79550	82750	83950	83650	82400	80800	77300	72800	2.2
Upper Quartile	0	0	43000	45500	48000	50500	53050	55500	57900	62450	68150	72050	74150	74650	74000	72700	71200	68100	64400	2.2
Median	0	0	41350	43550	45750	47950	50100	52200	54150	57800	62050	64600	65600	65350	64250	62800	61250	58350	57250	2.2
Lower Quartile	0	0	38250	40400	42400	44200	45850	47300	48600	50700	52850	54200	55000	55400	55600	55700	55750	55750	49150	6.0
Lower Decile	0	0	36300	37300	38350	39350	40350	41300	42200	43900	46050	47750	48950	49750	50300	50550	50700	50800	41400	4.8
Mean	0	0	40800	42900	45050	47150	49250	51250	53200	56800	61200	64100	65600	65850	65250	64200	63000	60550	57400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43550	48300	50100	53350	57650	60500	61550	67150	74750	75500	78650	81750	82850	84850	89500	78950	72800	
Upper Quartile	0	0	42250	46450	48900	51500	54900	57700	58500	62450	68400	68000	70300	73050	75500	74800	76500	69350	64400	
Median	0	0	40400	45100	46950	48450	52200	54400	54950	57100	62350	62350	63300	63600	64950	64100	67400	58400	57250	
Lower Quartile	0	0	39000	43300	44400	39850	48950	50400	49650	47450	57100	56750	57250	57700	59200	58550	59950	40200	49150	
Lower Decile	0	0	38150	40900	40900	34950	44550	44000	45050	39300	52100	50200	51100	51250	53050	51550	52700	38850	41400	
Mean	0	0	40700	45200	46400	46150	51700	53400	54100	54950	62850	62500	64000	65150	66700	67100	70200	57400	57400	
Supporting Data																				
Total Number	1	12	72	77	99	184	161	154	145	618	392	234	191	185	135	96	69	109	2932	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69700	78450	85550	90400	92950	93600	92950	91650	88250	85600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	67350	75750	82150	85950	87350	86900	85300	83300	79000	80200	2.2
Median	0	0	0	0	0	0	0	0	0	64450	71850	77200	80150	80900	80050	78300	76250	72100	74300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	61350	67450	71550	73350	73350	72050	70150	68100	64200	68300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	56050	60300	62900	63900	63600	62450	60950	59400	56400	60850	2.2
Mean	0	0	0	0	0	0	0	0	0	64000	71000	76100	79050	79950	79400	77950	76200	72500	74200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75250	80500	84250	84300	86400	87300	96750	104450	95400	85600	
Upper Quartile	0	0	0	0	0	0	0	0	0	72250	77550	79650	80350	82700	83450	88950	92050	82550	80200	
Median	0	0	0	0	0	0	0	0	0	69100	73850	74800	74100	77350	78800	79550	79900	77700	74300	
Lower Quartile	0	0	0	0	0	0	0	0	0	65500	70200	69900	67300	68550	72550	70400	72300	69150	68300	
Lower Decile	0	0	0	0	0	0	0	0	0	56850	67400	66100	51950	62350	60750	61300	65250	61500	60850	
Mean	0	0	0	0	0	0	0	0	0	68100	73700	74900	71950	76250	76850	79900	82700	77450	74200	
Supporting Data																				
Total Number	0	0	0	1	0	0	5	4	5	58	81	46	57	57	44	29	25	24	435	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44950	47450	49950	52450	54950	57350	59650	63950	69000	72200	73500	73300	72150	70500	68750	65400	66350	2.2
Upper Quartile	0	0	43400	45750	48150	50500	52800	55000	57100	60950	65350	67900	68700	68200	66850	65100	63350	60100	61600	2.2
Median	0	0	41000	43350	45700	48000	50200	52300	54300	57700	61200	62650	62350	60800	58650	56350	54250	50650	55350	2.2
Lower Quartile	0	0	38450	40400	42200	43800	45200	46450	47550	49300	51100	52150	52800	53100	53300	53400	53400	53400	47600	5.8
Lower Decile	0	0	36500	37450	38400	39300	40150	41000	41800	43250	45100	46550	47600	48350	48800	49050	49200	49300	40600	4.6
Mean	0	0	41000	43050	45050	47050	48950	50750	52500	55550	59000	60900	61450	60950	59850	58400	57000	54300	54500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43550	48150	50100	53300	57250	59800	61150	64550	67950	68050	69350	70750	70750	72500	74300	69750	66350	
Upper Quartile	0	0	42250	46400	48900	51500	54750	57350	58400	61200	64300	64550	65500	65500	66650	66900	68150	63150	61600	
Median	0	0	40400	45100	46950	48450	52050	54250	55000	56350	60600	60650	61300	60600	62100	61950	63000	46300	55350	
Lower Quartile	0	0	39000	43300	44400	39850	48800	50250	49900	45050	55900	55050	56250	55500	57100	55300	57450	39700	47600	
Lower Decile	0	0	38150	40850	40900	34950	44450	43650	44850	38850	51200	48700	50750	48900	51350	50250	52150	38700	40600	
Mean	0	0	40700	45050	46400	46150	51500	53100	54050	53550	60050	59450	60600	60150	61850	61650	63250	51650	54500	
Supporting Data																				
Total Number	1	12	72	76	99	184	156	150	140	560	311	188	133	127	91	68	44	85	2497	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

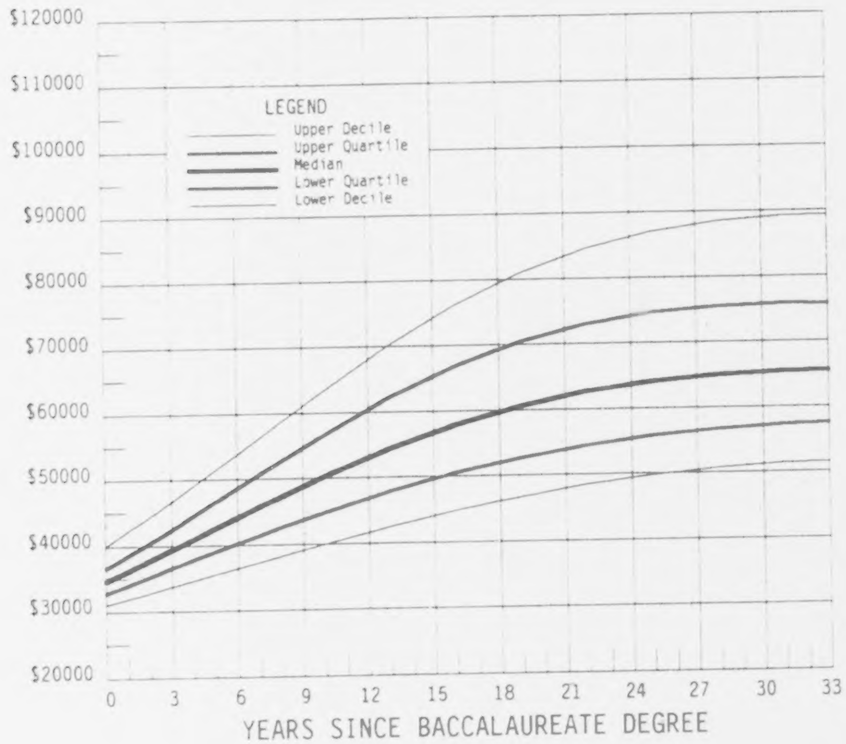
1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56500	59250	61950	67300	74800	81100	85900	89050	90800	91400	91350	90150	84150	2.2
Upper Quartile	0	0	0	0	0	0	54000	56450	58850	63500	69800	74900	78600	80850	81950	82150	81800	80400	75000	2.2
Median	0	0	0	0	0	0	51400	53550	55700	59700	64900	68900	71500	72900	73300	73000	72350	70650	67350	2.2
Lower Quartile	0	0	0	0	0	0	48500	50600	52600	56350	61100	64550	66550	67350	67250	66550	65600	63500	62750	2.2
Lower Decile	0	0	0	0	0	0	45800	47650	49500	52900	57250	60400	62300	63100	63050	62450	61650	59850	58650	2.2
Mean	0	0	0	0	0	0	51600	53850	56050	60250	65800	70200	73150	74850	75450	75300	74750	73150	69800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	64850	67200	67500	71150	73700	79900	82200	84250	87750	92900	93800	100350	84150	
Upper Quartile	0	0	0	0	0	0	61600	65250	65300	67250	69350	73100	75000	76050	80500	83550	83000	89650	75000	
Median	0	0	0	0	0	0	55400	62600	61850	62900	65650	67350	67850	68100	72850	73250	74700	77950	67350	
Lower Quartile	0	0	0	0	0	0	46750	60300	55400	59300	62150	63600	64050	63950	66150	65150	67400	69850	62750	
Lower Decile	0	0	0	0	0	0	45100	57100	49200	53400	59400	60350	60500	60400	61950	60950	63550	64250	58650	
Mean	0	0	0	0	0	0	54950	62500	60400	63000	66250	69400	69750	70750	74300	75250	76100	80900	69800	
Supporting Data																				
Total Number	0	0	0	0	2	9	15	14	23	95	107	133	111	103	86	69	46	55	867	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	57250	59500	61700	65950	71650	76350	79850	82200	83550	84150	84200	83650	76350	2.2
Upper Quartile	0	0	0	0	0	0	54850	57000	59100	63000	68050	71850	74250	75500	75800	75450	74800	73100	70200	2.2
Median	0	0	0	0	0	0	52100	54150	56200	59900	64550	67750	69550	70150	69800	69000	67950	65650	65650	2.2
Lower Quartile	0	0	0	0	0	0	48850	50850	52800	56400	60850	63900	65500	65900	65500	64550	63450	61100	61650	2.2
Lower Decile	0	0	0	0	0	0	45950	47800	49650	53000	57200	60100	61700	62150	61850	61050	60050	57950	57500	2.2
Mean	0	0	0	0	0	0	52150	54250	56250	60000	64800	68300	70550	71550	71700	71200	70500	68700	66800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	64850	67200	67500	70650	71850	75500	75650	73750	77550	83350	83650	106000	76350	
Upper Quartile	0	0	0	0	0	0	61600	65250	65250	66900	68450	70400	70300	69300	72450	73350	75500	88100	70200	
Median	0	0	0	0	0	0	55400	62600	61750	62750	65250	66200	66300	65700	67550	67000	69350	75400	65650	
Lower Quartile	0	0	0	0	0	0	46750	60300	55350	59100	61850	62700	62800	62250	63850	62700	65350	67900	61650	
Lower Decile	0	0	0	0	0	0	45100	57100	49150	53200	59100	60000	59950	59250	60700	59750	61050	62250	57500	
Mean	0	0	0	0	0	0	54950	62500	60350	62750	65700	67450	67200	66300	68600	69900	71600	79600	66800	
Supporting Data																				
Total Number	0	0	0	0	2	9	15	14	23	92	99	112	87	73	53	44	30	44	696	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

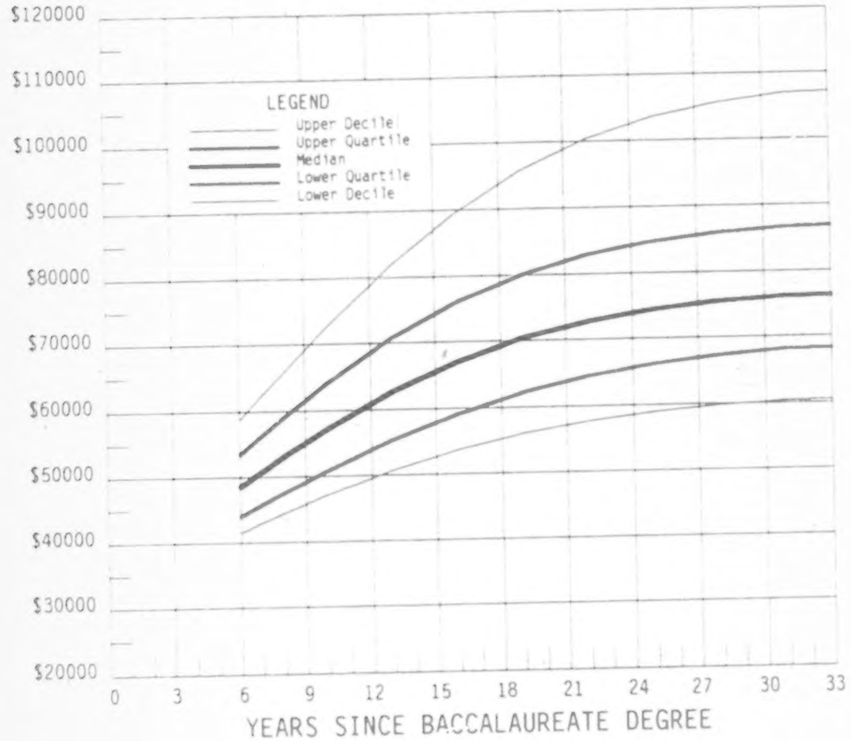
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40000	42150	44350	46650	49000	51350	53750	56150	58600	63350	70150	76100	80950	84550	87000	88450	89200	89450	76300	2.2
Upper Quartile	36550	38450	40400	42400	44450	46500	48550	50600	52650	56600	62150	66800	70450	73050	74650	75450	75750	75500	64550	2.2
Median	34600	36150	37750	39300	40900	42500	44100	45700	47250	50250	54350	57850	60600	62700	64050	64950	65400	65650	53250	2.2
Lower Quartile	32750	34000	35250	36550	37800	39000	40250	41400	42600	44800	47850	50500	52700	54450	55750	56700	57300	57900	43850	3.4
Lower Decile	31050	31900	32800	33700	34600	35500	36400	37300	38150	39950	42450	44750	46750	48450	49750	50700	51300	51900	37550	3.4
Mean	34850	36500	38150	39800	41500	43150	44850	46500	48100	51250	55600	59450	62650	65200	67100	68400	69250	69950	56050	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	51150	40550	50600	46350	48150	51650	52450	55550	57900	63750	71850	75400	77200	85150	90500	89100	88600	89100	76300	
Upper Quartile	38400	37850	41050	43750	43300	46550	48100	50700	52800	56950	62950	65800	67600	75050	77000	75250	74700	75400	64550	
Median	35150	36000	38600	39850	39750	41950	44250	45450	47450	50900	54500	56900	58650	65100	65250	63950	66250	65050	53250	
Lower Quartile	33200	34500	35700	36350	36550	37350	41300	41300	43050	45200	48100	50500	51550	56650	54950	57500	57300	56850	43850	
Lower Decile	32100	32700	32550	33200	33250	32900	37900	38200	39100	39900	43000	45500	44900	50400	50100	51850	50250	50550	37550	
Mean	37550	36500	39500	40050	40300	41500	44900	46350	48250	51550	56750	59450	60750	67700	68200	68500	68550	68200	56050	
Supporting Data																				
Total Number	949	1447	1602	1469	1554	2074	2077	1944	1704	5444	4274	3713	4258	3796	3238	2795	2347	3829	48513	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	3	4	8	34	6	11	29	100	
Less Than $22000	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2	

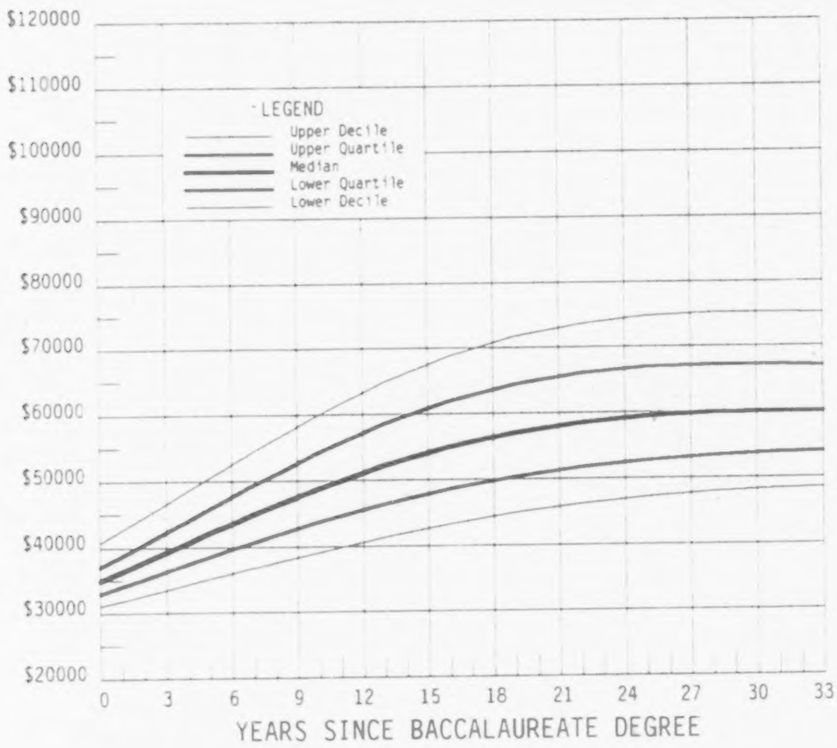
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58650	62150	65650	72450	81700	89550	95700	100300	103500	105600	106850	107800	95700	3.8
Upper Quartile	0	0	0	0	0	0	53350	56150	58900	64050	70750	76050	80000	82850	84750	85950	86650	87200	80400	3.8
Median	0	0	0	0	0	0	48500	50750	53000	57150	62600	67000	70350	72750	74450	75500	76150	76650	69850	3.8
Lower Quartile	0	0	0	0	0	0	43950	45750	47500	50800	55300	59100	62150	64450	66150	67350	68100	68800	59200	3.4
Lower Decile	0	0	0	0	0	0	41450	42950	44400	47150	50750	53650	55950	57650	58900	59750	60300	60750	50950	3.4
Mean	0	0	0	0	0	0	49800	52250	54600	59100	65000	69700	73350	75950	77750	78900	79600	80150	71900	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	55300	63800	65800	72500	83100	92400	88500	103350	105200	109000	108000	104800	95700	
Upper Quartile	0	0	0	0	0	0	49750	54900	56650	65350	73150	76550	76250	82800	87350	86900	85950	86650	80400	
Median	0	0	0	0	0	0	47700	49300	50750	57400	63600	67250	68750	73800	77950	75850	74350	74500	69850	
Lower Quartile	0	0	0	0	0	0	43750	45350	45700	51900	55000	57600	60800	66700	69150	67950	68550	65600	59200	
Lower Decile	0	0	0	0	0	0	41700	42550	43900	47050	51050	53350	55100	58100	61600	59400	61000	58900	50950	
Mean	0	0	0	0	0	0	48200	51450	52850	59450	66850	69650	70700	76450	80850	79850	79050	78350	71900	
Supporting Data																				
Total Number	14	33	86	58	42	117	175	199	200	951	1101	1086	1455	1725	1252	994	849	1435	11771	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	4	8	34	5	8	25	90	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40650	42600	44550	46550	48550	50500	52500	54450	56350	60000	64850	68800	71700	73600	74700	75150	75200	74650	66550	2.2
Upper Quartile	37000	38750	40500	42300	44050	45850	47600	49350	51000	54250	58500	61900	64400	66000	66850	67150	67150	66550	58350	2.2
Median	34900	36350	37800	39250	40700	42150	43550	44900	46250	48800	52200	54950	57000	58450	59350	59850	60000	59950	49950	2.2
Lower Quartile	32900	34050	35200	36300	37450	38550	39650	40700	41750	43750	46400	48600	50400	51750	52700	53350	53800	54200	41450	2.2
Lower Decile	31100	31900	32700	33500	34350	35150	35950	36750	37550	39100	41300	43250	44900	46200	47200	47900	48300	48700	36300	3.6
Mean	35150	36600	38100	39550	41000	42450	43900	45300	46650	49300	52800	55750	58000	59650	60750	61400	61750	61900	50950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	51100	40350	50100	46250	47950	50800	52250	55000	56900	61000	65700	67350	67450	72900	74700	75050	76400	76950	66550	
Upper Quartile	38100	37800	40850	43650	43100	45800	47600	50100	52300	55100	59450	60200	61250	65600	66600	66350	68750	68300	58350	
Median	35100	35950	38450	39750	39650	41650	44000	45000	47150	49700	52250	54450	54800	58900	58150	60650	61150	60500	49950	
Lower Quartile	33150	34450	35450	36250	36400	36850	41100	40950	42650	44100	46250	48800	48900	52650	51800	55100	54150	53750	41450	
Lower Decile	32100	32650	32450	33100	33200	32500	37700	38050	38750	39200	41450	44350	42350	48350	46550	50400	47950	47300	36300	
Mean	37450	36350	39050	39900	40100	40900	44600	45800	47650	49900	53250	55250	55600	60400	60250	62200	62600	62100	50950	
Supporting Data																				
Total Number	936	1414	1516	1410	1512	1957	1902	1745	1504	4493	3174	2627	2804	2070	1986	1801	1498	2394	36742	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	4	10	
Less Than $22000	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40500	42550	44700	46900	49100	51350	53600	55850	60400	66850	72650	77550	81350	84100	85900	87000	87900	72800	2.2
Upper Quartile	36200	37900	39650	41400	43200	45000	46850	48650	50450	54000	58950	63350	66950	69800	71800	73200	74050	74800	61000	2.2
Median	34500	35900	37300	38750	40200	41600	43050	44450	45850	48550	52250	55500	58200	60300	61850	62950	63700	64500	50450	2.2
Lower Quartile	32600	33700	34850	35950	37050	38150	39250	40300	41350	43400	46300	48850	51050	52900	54300	55350	56100	56850	41450	3.2
Lower Decile	31050	31800	32550	33300	34050	34850	35600	36400	37200	38800	41100	43250	45200	46850	48200	49250	49950	50700	36100	3.2
Mean	34600	36000	37500	38950	40450	41950	43450	44900	46400	49300	53400	57100	60300	62950	65000	66500	67500	68450	53150	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	38850	40250	42300	44650	47250	50700	50150	52950	55150	60850	68900	71800	73350	81450	90950	84950	85050	88350	72800	
Upper Quartile	36500	37750	39850	41800	42150	45150	46850	48600	50050	54450	59750	62200	65000	71450	73900	74000	72900	74350	61000	
Median	34500	35950	37450	38850	39250	41300	43800	44150	45700	49600	51950	54650	56100	62600	62750	62800	64500	63950	50450	
Lower Quartile	32900	34450	34650	35700	35800	36050	41100	40500	41900	44200	46150	48600	49600	55250	53750	56700	56000	55800	41450	
Lower Decile	31900	32700	32050	32800	33050	31600	37550	37950	38350	39050	41450	44350	42750	48800	47000	50750	49550	50400	36100	
Mean	35050	36400	37550	39000	39550	40450	44100	44950	46550	49900	54300	56650	58200	65100	66500	66700	66650	67500	53150	
Supporting Data																				
Total Number	800	1408	1223	1114	1321	1743	1597	1518	1149	3847	2894	2459	2992	2330	1882	1637	1538	2531	33982	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	3	4	6	31	5	4	22	79	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54250	57550	60850	64100	70400	79100	86450	92300	96700	99800	101900	103200	104300	90950	3.6
Upper Quartile	0	0	0	0	0	49500	52100	54600	57100	61800	68100	73250	77250	80200	82300	83650	84500	85250	76650	3.6
Median	0	0	0	0	0	45600	47750	49800	51850	55700	60850	65050	68350	70850	72600	73750	74500	75100	67600	3.6
Lower Quartile	0	0	0	0	0	41850	43500	45150	46750	49800	53950	57500	60400	62700	64400	65600	66450	67250	56300	3.2
Lower Decile	0	0	0	0	0	39450	40850	42150	43450	45900	49200	51950	54150	55900	57150	58100	58700	59300	48150	3.2
Mean	0	0	0	0	0	46700	49000	51250	53400	57550	63050	67600	71100	73700	75500	76750	77500	78100	69350	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55950	53200	62050	64650	72400	82450	84550	83400	100750	106550	102000	103800	103500	90950	
Upper Quartile	0	0	0	0	0	54850	49400	53850	55000	63350	70300	73100	73150	77050	90200	83400	83550	86850	76650	
Median	0	0	0	0	0	53100	47450	47850	48950	55400	61500	65850	67250	70400	74550	74300	73700	74900	67600	
Lower Quartile	0	0	0	0	0	46250	43400	44850	45200	51500	52800	55850	59700	63050	66300	65550	67450	66600	56300	
Lower Decile	0	0	0	0	0	42550	41550	41900	43050	45900	50400	49450	53900	55000	60150	58100	59800	58550	48150	
Mean	0	0	0	0	0	51150	47550	50300	51600	58350	64850	66750	68350	72650	79950	76750	77100	78500	69350	
Supporting Data																				
Total Number	14	33	56	56	38	107	155	157	160	619	684	641	1022	1052	714	622	539	960	7629	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	4	6	31	4	3	18	73	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38800	40600	42450	44300	46200	48050	49950	51750	53550	57000	61600	65350	68200	70100	71200	71750	71850	71500	63250	2.2
Upper Quartile	36500	38050	39600	41200	42750	44300	45850	47400	48900	51750	55600	58800	61300	63100	64300	65000	65350	65500	55250	2.2
Median	34650	35950	37300	38600	39950	41200	42500	43750	44950	47300	50400	53000	55000	56500	57550	58200	58600	58850	47000	2.2
Lower Quartile	32600	33650	34700	35750	36800	37800	38800	39750	40700	42550	45050	47200	49000	50400	51550	52350	52900	53650	39650	2.2
Lower Decile	31100	31750	32400	33100	33800	34500	35200	35900	36600	38000	40000	41850	43500	44900	46000	46850	47450	48050	35100	3.2
Mean	34750	36050	37400	38700	40000	41300	42600	43850	45100	47500	50700	53500	55700	57450	58700	59550	60150	60700	48450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38450	40050	41850	43950	46950	49300	49850	52250	53700	57900	62700	63500	63650	70650	72050	72650	72250	73100	63250	
Upper Quartile	36350	37650	39700	41550	41900	44100	46450	47950	49400	52850	55700	57850	58200	63600	64350	64350	67250	66400	55250	
Median	34450	35900	37300	38700	39150	40900	43550	43650	45200	48450	50100	52500	52500	57800	56650	58900	59700	59300	47000	
Lower Quartile	32900	34450	34450	35500	35650	35750	40750	40150	41450	43150	44900	47500	47000	52000	50900	54150	53100	53150	39650	
Lower Decile	31800	32650	31950	32700	33000	31050	37300	37650	38000	38450	40200	42750	40400	47350	44750	48450	47900	47750	35100	
Mean	34850	36250	37300	38800	39350	39750	43750	44350	45750	48300	51050	53100	52950	58900	58300	60550	60950	60800	48450	
Supporting Data																				
Total Number	786	1376	1166	1058	1283	1636	1443	1361	988	3228	2210	1818	1970	1278	1169	1015	998	1571	26353	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	6	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45400	48000	50650	53400	56150	58950	61750	67300	75200	82000	87300	91000	93150	94150	94300	93400	80300	2.2
Upper Quartile	0	0	42300	44550	46850	49200	51500	53800	56100	60500	66350	71000	74200	76050	76700	76600	76100	74400	68400	2.2
Median	0	0	39700	41550	43450	45350	47250	49100	50900	54300	58800	62250	64650	66000	66500	66500	66100	64950	58350	2.2
Lower Quartile	0	0	37200	38750	40300	41800	43350	44800	46200	48850	52200	54750	56400	57350	57700	57650	57350	56500	50650	2.2
Lower Decile	0	0	34800	36100	37400	38700	39900	41100	42250	44350	47000	49000	50300	51050	51350	51350	51150	50550	43300	2.2
Mean	0	0	39800	41800	43800	45800	47800	49800	51750	55500	60450	64400	67200	68850	69600	69700	69400	68250	61300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	56550	47250	49750	53200	55400	59500	59300	66600	74400	83600	83450	98800	89450	101850	96650	88800	80300	
Upper Quartile	0	0	43000	45450	47600	50700	51900	55500	55400	61000	66500	69500	72200	76600	75300	77900	76600	75250	68400	
Median	0	0	40500	42200	44200	46400	46750	50950	51750	54500	59500	60200	63350	66150	65000	67150	68000	65500	58350	
Lower Quartile	0	0	39100	38300	40700	42300	42200	46400	47100	48300	53400	54650	56750	57100	54100	57450	58800	58000	50650	
Lower Decile	0	0	38200	34750	38250	39050	39000	41950	42750	42150	47950	50000	51600	51200	50800	52050	50900	49900	43300	
Mean	0	0	42450	41900	44250	46500	47100	50850	51400	54850	61200	64200	66450	69850	67700	71200	70550	67850	61300	
Supporting Data																				
Total Number	150	39	240	215	228	320	463	401	520	1442	1188	1068	1047	1043	1014	834	641	1082	11935	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	1	2	3	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62050	66050	74250	86300	96850	104700	109350	111050	110600	109000	104450	104950	2.2
Upper Quartile	0	0	0	0	0	0	0	56800	59900	66100	74750	81850	86800	89550	90400	89900	88750	85550	82250	2.2
Median	0	0	0	0	0	0	0	52050	54600	59600	66300	71500	74900	76500	76650	75900	74750	71950	71500	2.2
Lower Quartile	0	0	0	0	0	0	0	47050	49050	53000	58250	62450	65400	67150	67850	67850	67450	66050	61850	2.2
Lower Decile	0	0	0	0	0	0	0	44000	45700	48950	53300	56700	59150	60600	61300	61400	61150	60150	55500	2.2
Mean	0	0	0	0	0	0	0	53150	55900	61300	68700	74650	78700	80850	81400	80850	79800	77000	75000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	65450	66600	72350	84900	99250	102700	113100	108900	115250	110800	101400	104950	
Upper Quartile	0	0	0	0	0	0	0	60650	62050	67350	74950	81550	81550	89700	88400	100300	88950	83800	82250	
Median	0	0	0	0	0	0	0	53450	56050	60350	67500	69600	72600	76850	77250	78800	74550	71400	71500	
Lower Quartile	0	0	0	0	0	0	0	50000	51200	53600	58300	58850	64250	69550	69550	71200	69200	63350	61850	
Lower Decile	0	0	0	0	0	0	0	46550	46750	48550	54050	54950	57950	62600	61750	62150	62650	58800	55500	
Mean	0	0	0	0	0	0	0	55700	57650	61400	69850	73450	75700	82100	80750	84500	80550	75950	75000	
Supporting Data																				
Total Number	0	1	30	3	4	9	20	42	39	321	374	411	391	418	320	299	260	424	3366	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	1	1	3	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44800	47000	49250	51450	53700	55900	58050	62150	67550	71850	74850	76600	77400	77450	77100	75800	69700	2.2
Upper Quartile	0	0	42750	44750	46800	48800	50750	52700	54600	58100	62600	65950	68100	69150	69350	69050	68450	66900	62400	2.2
Median	0	0	39950	41700	43450	45150	46800	48400	50000	52850	56500	59100	60750	61500	61600	61300	60800	59500	54550	2.2
Lower Quartile	0	0	37300	38750	40200	41600	42950	44250	45500	47750	50550	52600	53800	54400	54500	54300	53900	52950	48050	2.2
Lower Decile	0	0	35100	36450	37650	38800	39850	40800	41700	43250	45000	46250	47050	47500	47800	47950	48000	48050	41550	5.2
Mean	0	0	39950	41700	43450	45200	46850	48550	50100	53100	56900	59800	61700	62700	63050	62950	62600	61500	55950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43600	47000	49650	53000	55100	58900	58600	63550	67150	68900	71600	74550	75950	77500	79400	78950	69700	
Upper Quartile	0	0	41950	45400	47450	50700	51700	55200	55100	59150	62750	63350	65650	66850	67600	69150	69950	70050	62400	
Median	0	0	40150	42200	44050	46400	46500	50550	51500	52800	57200	57700	59500	59950	59150	62000	61650	61900	54550	
Lower Quartile	0	0	38900	38300	40600	42250	42050	46000	46800	47200	51300	52250	54250	53050	52150	54350	55050	54450	48050	
Lower Decile	0	0	38150	34750	38200	39000	38900	41550	42450	41150	46500	48000	49750	49650	50300	51100	46400	40550	41550	
Mean	0	0	40450	41750	44100	46450	46850	50300	50850	52950	57200	58450	60900	61700	61700	63750	63700	62650	55950	
Supporting Data																				
Total Number	150	38	210	212	224	311	443	359	480	1121	814	657	656	625	695	536	381	658	8569	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	62350	67850	75300	81450	86250	89850	92350	94000	95050	95900	85950	3.6
Upper Quartile	0	0	0	0	0	0	0	0	60850	65700	71550	75700	78500	80300	81450	82050	82400	82600	80450	4.4
Median	0	0	0	0	0	0	0	0	57550	61750	66450	69450	71300	72400	73000	73300	73500	73600	67400	4.2
Lower Quartile	0	0	0	0	0	0	0	0	53600	57050	60750	63050	64400	65150	65550	65800	65900	65950	60200	4.4
Lower Decile	0	0	0	0	0	0	0	0	49750	52750	56000	58100	59300	60000	60400	60600	60700	60800	51350	4.2
Mean	0	0	0	0	0	0	0	0	56650	61000	66200	69950	72500	74200	75200	75850	76150	76400	69800	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	67200	70950	75050	80850	83350	87100	89100	92000	101450	107450	85950	
Upper Quartile	0	0	0	0	0	0	0	0	63300	66450	71650	73300	74450	83550	83750	77200	84950	84250	80450	
Median	0	0	0	0	0	0	0	0	59350	61650	65700	67200	66350	80150	81100	63500	72550	74000	67400	
Lower Quartile	0	0	0	0	0	0	0	0	53800	57100	61200	62600	59400	68050	71250	61450	66450	64150	60200	
Lower Decile	0	0	0	0	0	0	0	0	47500	52950	56500	58350	56400	61200	63450	60200	61200	57100	51350	
Mean	0	0	0	0	0	0	0	0	58000	61800	66050	68850	68250	76600	79150	70500	78350	77750	69800	
Supporting Data																				
Total Number	0	0	140	140	5	11	17	25	35	155	192	185	220	423	341	324	169	217	2597	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	4	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

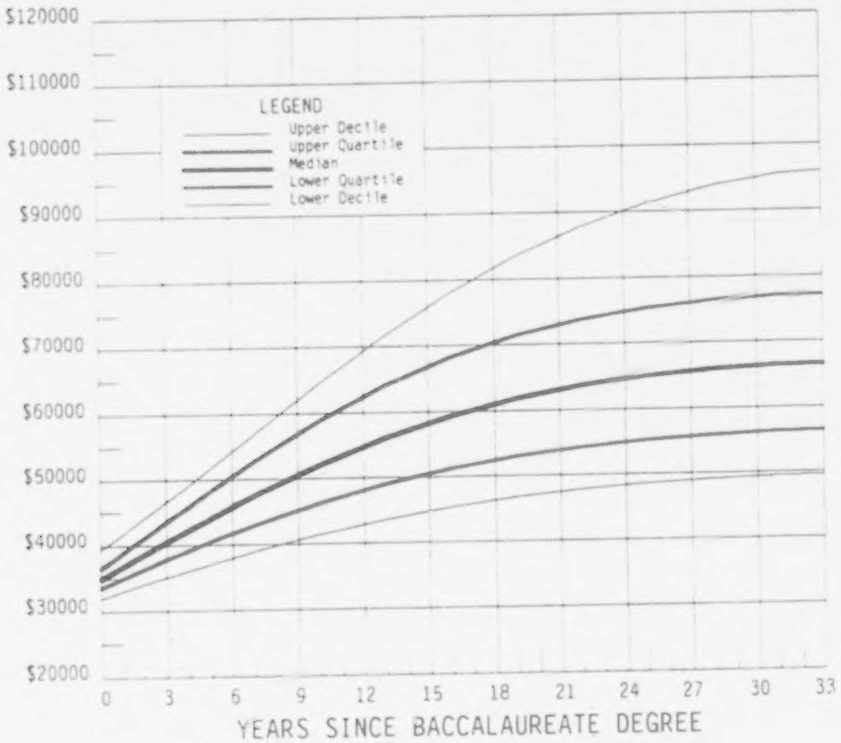
1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	60750	67700	75300	83300	91400	99150	105900	111000	112650	97850	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	57850	64300	71200	78250	85200	91450	96500	99800	97550	84900	1.2
Median	0	0	0	0	0	0	0	0	0	55950	62700	69650	76400	82350	86750	89000	88750	77150	82150	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	53950	60600	67400	73900	79400	83200	84600	83500	70450	78000	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	51650	57850	64200	70100	75050	78350	79400	78150	65700	72500	1.2
Mean	0	0	0	0	0	0	0	0	0	56050	62700	69650	76650	83200	88600	92250	93600	85600	83900	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	78300	75850	89300	97350	88250	92100	106550	120750	122750	97850	
Upper Quartile	0	0	0	0	0	0	0	0	0	74000	75000	81400	85100	84500	84300	95150	102300	109200	84900	
Median	0	0	0	0	0	0	0	0	0	63700	73550	76200	79000	82400	82500	84750	86250	84950	82150	
Lower Quartile	0	0	0	0	0	0	0	0	0	58600	72100	72400	73350	80300	80750	77500	76400	79000	78000	
Lower Decile	0	0	0	0	0	0	0	0	0	55750	67250	68800	67800	76800	76650	71100	70300	74050	72500	
Mean	0	0	0	0	0	0	0	0	0	65950	72300	78250	81250	82800	84100	86900	92100	95400	83900	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	1	11	42	33	41	256	218	74	50	52	776	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3	4	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	57350	59100	62650	68100	73500	78450	82750	85950	87800	88100	81600	77700	1.2
Upper Quartile	0	0	0	0	0	0	0	54400	55850	58750	63100	67150	70800	73700	75700	76650	76400	70500	69100	1.2
Median	0	0	0	0	0	0	0	51200	52550	55250	59150	62850	66000	68450	70000	70450	69850	63550	62800	1.2
Lower Quartile	0	0	0	0	0	0	0	47850	49150	51750	55500	58950	61900	64000	65200	65300	64300	57350	56300	1.2
Lower Decile	0	0	0	0	0	0	0	44800	46000	48450	52050	55350	58100	60150	61250	61300	60350	53650	50100	1.2
Mean	0	0	0	0	0	0	0	51200	52600	55500	59750	63750	67300	70150	72100	72900	72500	66300	63750	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	65400	66950	70350	71700	75700	77450	79800	85100	77300	88700	89950	77700	
Upper Quartile	0	0	0	0	0	0	0	62750	63150	66100	67650	70450	70000	71550	75600	65550	77200	78750	69100	
Median	0	0	0	0	0	0	0	59950	59150	61550	64000	65800	64500	65800	67900	62650	69750	69900	62800	
Lower Quartile	0	0	0	0	0	0	0	54650	53700	57000	60450	61600	58450	61150	62800	61050	64050	61300	56300	
Lower Decile	0	0	0	0	0	0	0	51000	47400	52650	56000	57500	56000	55350	58350	60050	60250	56050	50100	
Mean	0	0	0	0	0	0	0	58800	57750	61500	64300	66800	65250	67100	70350	65700	72600	72250	63750	
Supporting Data																				
Total Number	0	0	140	140	5	11	17	25	35	144	150	152	178	167	123	251	119	165	1821	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

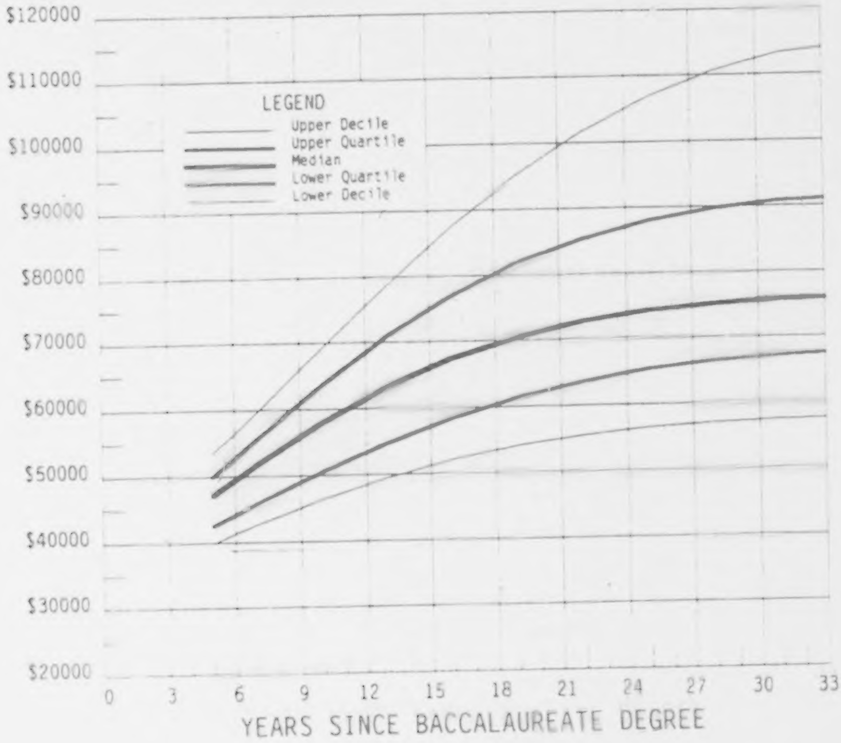
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39300	41650	44100	46550	49100	51650	54250	56800	59400	64450	71600	78000	83450	87800	91200	93700	95400	97250	74850	3.0
Upper Quartile	36450	38800	41150	43500	45850	48200	50450	52650	54800	58800	64050	68200	71400	73750	75350	76400	77000	77500	62800	3.8
Median	34900	36750	38600	40400	42250	44000	45750	47400	49050	52050	56050	59250	61800	63650	65000	65900	66450	66900	51900	3.6
Lower Quartile	33600	35000	36400	37800	39150	40450	41700	42900	44050	46200	49000	51250	53000	54300	55250	55900	56300	56600	42700	3.6
Lower Decile	32000	33050	34100	35100	36050	37050	37950	38850	39750	41350	43500	45300	46700	47800	48600	49150	49500	49800	36600	3.6
Mean	35350	37150	39000	40800	42600	44400	46150	47850	49550	52800	57150	60850	63850	66200	67950	69150	69950	70700	54750	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	39350	41400	46100	46250	47200	54300	55550	57600	59200	63100	72450	77650	78900	86000	94600	99750	98600	96600	74850	
Upper Quartile	36400	39200	41900	43400	43950	48850	51850	52450	53950	58000	64850	68800	70050	73250	77750	77500	77250	76150	62800	
Median	35150	36600	39150	39800	40450	43850	46800	47800	48800	52050	56650	59450	60050	63950	64950	66000	66400	67750	51900	
Lower Quartile	34150	34850	36550	36800	37300	39850	43000	42950	44350	46450	49450	51500	52050	54300	54500	56250	58400	55650	42700	
Lower Decile	32750	33700	34400	32300	34250	35950	39200	37350	40100	42250	44900	45700	46950	44750	49000	50600	50400	48400	36600	
Mean	35800	37100	39650	39900	41000	44500	47400	47750	49300	52650	57750	61150	62550	65650	69000	70100	70300	70100	54750	
Supporting Data																				
Total Number	1599	2665	2560	1883	1668	1778	2613	2403	1928	5761	5370	4016	4064	3159	2426	1998	1878	2725	50494	
$125,000 or More	0	0	0	0	2	0	0	0	0	0	0	6	7	14	22	19	17	49	137	
Less Than $22000	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	2	8	

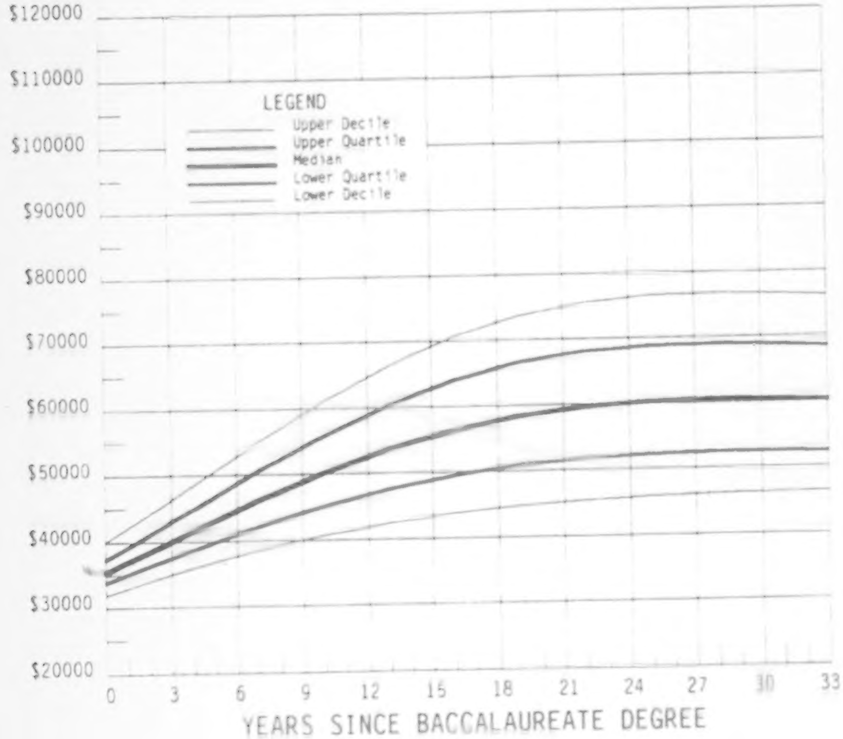
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53300	56400	59550	62700	69100	78500	87300	95050	101500	106650	110500	113200	116150	94650	3.0
Upper Quartile	0	0	0	0	0	49900	52700	55500	58250	63550	70800	76850	81700	85300	87950	89700	90800	91800	76950	3.4
Median	0	0	0	0	0	47050	49400	51650	53850	57900	63150	67300	70400	72650	74150	75100	75650	76100	66250	3.8
Lower Quartile	0	0	0	0	0	42450	44150	45850	47450	50550	54750	58350	61250	63550	65250	66450	67200	67900	56100	3.4
Lower Decile	0	0	0	0	0	39800	41250	42600	43900	46350	49500	52050	54000	55450	56450	57100	57450	57750	48100	3.8
Mean	0	0	0	0	0	47100	49450	51750	54000	58350	64250	69200	73200	76250	78500	80000	81000	81900	68950	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	64950	59200	60150	63950	70050	77600	83500	90200	105350	112700	114300	114500	116100	94650	
Upper Quartile	0	0	0	0	0	52700	57450	52650	58700	62400	72950	76550	76350	84250	92350	92100	94550	91600	76950	
Median	0	0	0	0	0	48550	52250	46050	52150	57550	66650	68300	65000	74100	77800	75650	75950	75100	66250	
Lower Quartile	0	0	0	0	0	43950	50100	33400	46250	52400	58800	59500	56100	65350	67400	65400	68450	67000	56100	
Lower Decile	0	0	0	0	0	41050	45500	32550	33700	49900	53950	53900	51000	55150	56200	55650	58250	57200	48100	
Mean	0	0	0	0	0	50300	53150	45350	52450	58800	67150	69050	68500	77050	81250	80850	82100	81800	68950	
Supporting Data																				
Total Number	29	204	93	94	85	131	448	396	318	1313	1714	1682	1668	1178	949	820	705	1062	12890	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	7	14	22	19	14	47	130	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40000	42050	44150	46300	48450	50600	52750	54900	57000	61000	66300	70600	73650	75550	76450	76650	76450	75400	65800	2.2
Upper Quartile	37300	39150	41050	42950	44850	46750	48650	50500	52300	55750	60300	63950	66500	68050	68800	68950	68750	67850	57150	2.2
Median	35350	36900	38450	40000	41550	43100	44600	46050	47450	50150	53650	56350	58350	59600	60250	60450	60400	59900	48200	2.2
Lower Quartile	33850	35050	36300	37500	38700	39850	41000	42100	43150	45100	47550	49500	50900	51750	52250	52500	52500	52250	40550	2.2
Lower Decile	31900	32950	34000	35000	35950	36850	37700	38550	39300	40700	42400	43700	44700	45350	45800	46100	46250	46350	35650	4.2
Mean	35750	37250	38800	40350	41900	43450	44950	46400	47850	50550	54100	57000	59100	60500	61300	61700	61750	61450	49900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39050	41350	46000	46100	46850	54100	53950	57400	57950	60900	64650	67700	73050	71800	76650	78250	79050	78250	65800	
Upper Quartile	36300	38800	41800	43300	43700	48200	50550	52400	52950	56300	59050	61550	64900	66000	67350	69050	69600	72300	57150	
Median	35100	36300	39100	39700	40300	43550	45850	48000	48400	50550	52450	54650	58050	58850	59150	60300	62050	61500	48200	
Lower Quartile	34150	34750	36450	36700	37000	39550	42300	43650	44050	45400	47800	48100	49650	50500	51850	53550	55350	52200	40550	
Lower Decile	32750	33450	34350	32000	34150	35650	38650	39800	40300	41350	43150	43900	44950	41900	47550	48050	46550	44600	35650	
Mean	35650	36750	39550	39700	40550	44000	46200	48200	48700	50850	53350	55500	58400	58900	61150	62600	63200	62650	49900	
Supporting Data																				
Total Number	1570	2462	2466	1790	1583	1647	2165	2607	1609	4448	3656	2333	2395	1981	1477	1178	1173	1663	37604	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	3	1	7	
Less Than $22000	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	6	

1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38750	40850	43000	45200	47500	49750	52100	54400	56750	61350	68050	74250	79750	84400	88150	91000	93000	95250	72250	3.0
Upper Quartile	36200	38300	40400	42550	44650	46750	48800	50850	52800	56550	61550	65700	69000	71500	73300	74500	75250	75900	59150	3.6
Median	34900	36500	38100	39750	41350	42900	44450	45950	47400	50200	53900	57050	59550	61550	63000	64050	64750	65450	48700	3.2
Lower Quartile	33450	34750	36000	37250	38500	39650	40800	41900	42950	44950	47500	49600	51250	52550	53450	54100	54500	54900	40300	3.4
Lower Decile	31800	32700	33600	34450	35350	36200	37000	37850	38600	40150	42200	44000	45500	46700	47600	48250	48650	49050	35450	3.4
Mean	35100	36700	38300	39900	41550	43150	44750	46300	47850	50800	54950	58550	61600	64050	65950	67350	68300	69250	51900	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38750	40900	44150	45550	46050	49000	51850	53450	57850	60450	71900	73600	75450	84000	92350	91350	97600	93100	72250	
Upper Quartile	36100	39000	40400	42600	42950	45750	48700	50700	52500	56600	64050	66050	66550	71650	73900	74400	76250	75150	59150	
Median	35100	36500	38400	39300	39800	42450	45200	46200	47700	50900	54100	56700	58000	63100	61050	62550	66350	67100	48700	
Lower Quartile	34150	34850	36000	36400	36100	38850	41850	41750	43350	45700	48300	48950	50800	53550	51950	54100	56400	53800	40300	
Lower Decile	32700	33650	34150	31100	33650	34850	38250	34600	38800	42000	44050	44500	45800	45400	47100	48850	46550	47950	35450	
Mean	35600	36850	38450	39150	40150	42200	45200	45900	48100	51350	56200	58450	59950	64700	65850	67200	69000	68800	51900	
Supporting Data																				
Total Number	1559	2586	2056	1615	1360	1144	1729	1725	1331	3783	3691	2469	2895	1844	1479	1202	1089	1867	35425	
$125,000 or More	0	0	0	0	2	0	0	0	0	0	0	3	1	8	12	15	11	36	88	
Less Than $22000	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	2	7	

1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51600	54400	57250	60150	66050	74900	83350	91150	97900	103500	107900	111100	115000	89100	2.8
Upper Quartile	0	0	0	0	0	48900	51550	54150	56700	61600	68300	73950	78450	81850	84300	85950	87000	87950	74300	3.4
Median	0	0	0	0	0	45900	48050	50150	52150	55900	60850	64800	67800	70000	71500	72500	73100	73650	63350	3.6
Lower Quartile	0	0	0	0	0	41700	43300	44800	46300	49150	52950	56200	58850	60900	62500	63600	64350	65200	52750	3.0
Lower Decile	0	0	0	0	0	38900	40200	41450	42650	44900	47800	50250	52100	53500	54500	55150	55550	55850	44950	3.8
Mean	0	0	0	0	0	45850	48000	50100	52200	56200	61750	66500	70400	73500	75800	77400	78500	79600	66050	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55300	53750	56450	63100	68700	75500	82100	83700	100200	110750	112300	114000	115050	89100	
Upper Quartile	0	0	0	0	0	51300	52250	50650	58050	62000	72300	71700	72750	82100	91750	83250	92050	88900	74300	
Median	0	0	0	0	0	46900	50900	42250	50700	57550	66300	65850	59700	72050	75600	72600	75550	74400	63350	
Lower Quartile	0	0	0	0	0	43150	48000	33150	45000	53100	58350	57300	52500	61400	63350	61550	68900	66700	52750	
Lower Decile	0	0	0	0	0	40600	44250	32450	33350	47800	53400	51650	50600	51850	53450	54100	59250	53400	44950	
Mean	0	0	0	0	0	48100	50200	42950	51050	58350	66000	66300	64400	74200	78800	77100	81750	80350	66050	
Supporting Data																				
Total Number	29	197	84	83	74	93	279	318	248	725	1268	1004	1230	696	546	495	417	753	8539	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	8	12	15	9	36	83	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38850	40850	42900	44900	46900	48900	50850	52700	54550	58050	62650	66500	69600	71950	73650	74850	75600	76300	62650	3.4
Upper Quartile	36500	38350	40150	42000	43750	45500	47250	48900	50500	53450	57350	60450	62900	64750	66050	66950	67550	68100	53350	3.2
Median	34800	36400	38000	39550	41050	42500	43850	45200	46400	48700	51550	53750	55350	56550	57350	57900	58250	58500	45550	3.6
Lower Quartile	33400	34700	35900	37150	38300	39400	40450	41450	42400	44150	46300	47950	49250	50150	50750	51200	51400	51600	38750	3.8
Lower Decile	31800	32700	33550	34400	35200	36000	36800	37550	38300	39650	41400	42850	43900	44700	45250	45550	45750	45850	34950	4.2
Mean	35100	36600	38100	39600	41050	42450	43850	45150	46450	48800	51950	54500	56550	58050	59200	59950	60450	60900	47400	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	38400	40900	43900	45400	45600	48100	49900	52900	55650	58750	62000	64350	72750	70900	72000	75700	77450	75550	62650	
Upper Quartile	36000	38550	40350	42450	42650	45350	46950	50700	51550	54300	55450	58300	63200	65800	63500	66250	68400	71700	53350	
Median	35050	36150	38350	39200	39600	42150	44500	46500	47250	49450	50300	51500	55950	58400	55450	57800	59800	59150	45550	
Lower Quartile	34150	34750	35900	36250	35900	38550	41350	42700	43100	45100	46700	46600	48200	50550	50600	51600	51800	51400	38750	
Lower Decile	32700	33400	34100	30700	33400	34300	37700	38950	39300	41350	41500	42750	44050	44400	46500	46350	42400	44000	34950	
Mean	35450	36600	38250	38950	39550	41700	44250	46550	47400	49700	51050	53050	56650	59000	58300	60250	61050	61050	47400	
Supporting Data																				
Total Number	1529	2389	1972	1532	1287	1051	1450	1407	1083	3058	2424	1466	1665	1148	933	707	671	1114	26885	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	3	0	5	
Less Than $22000	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	6	

1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45850	48350	50900	53550	56200	58950	61700	67150	75050	82200	88150	92700	95850	97800	98850	99400	78550	2.2
Upper Quartile	0	0	43650	45950	48250	50600	52900	55250	57500	61850	67650	72200	75300	77050	77700	77550	77000	75300	66600	2.2
Median	0	0	40900	42850	44800	46750	48700	50550	52400	55800	60150	63400	65400	66400	66550	66150	65550	63950	57350	2.2
Lower Quartile	0	0	38750	40300	41800	43300	44800	46200	47550	50100	53350	55750	57400	58300	58650	58600	58350	57550	49850	2.2
Lower Decile	0	0	36350	37500	38600	39650	40700	41700	42600	44300	46400	47950	48950	49500	49700	49700	49550	49050	42450	2.2
Mean	0	0	41200	43100	45100	47050	49000	50900	52800	56400	61200	65000	67750	69450	70300	70500	70350	69450	60050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52150	49550	50050	55600	58300	59350	59850	65800	74350	79150	90250	91050	99150	104200	97200	98550	78550	
Upper Quartile	0	0	50600	46150	47400	53950	55500	57450	55800	59700	65900	72650	74750	74650	79550	80500	75100	77900	66600	
Median	0	0	42850	43250	44450	48600	52250	52750	51100	54400	59200	62650	65350	63750	68950	68550	63450	66350	57350	
Lower Quartile	0	0	41050	40150	41100	42550	48050	47100	47000	49050	54150	56200	57250	53700	59200	59650	59900	59350	49850	
Lower Decile	0	0	38750	38400	38750	38050	42700	42650	42950	42350	48200	50300	51150	40150	52950	54050	54700	47450	42450	
Mean	0	0	44500	43850	[illegible]1700	48150	51550	52050	51600	54550	61100	65150	68600	66150	72000	73150	70000	70200	60050	
Supporting Data																				
Total Number	38	76	495	251	302	598	855	633	537	1771	1445	1313	944	1059	727	613	618	641	12918	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	6	5	1	4	4	5	29	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	57250	60750	64350	71700	82850	93200	101900	108350	112500	114550	115200	114200	102900	2.2
Upper Quartile	0	0	0	0	0	0	52600	55500	58400	64250	72700	80150	86050	90150	[illegible]	93550	93650	92450	79350	2.2
Median	0	0	0	0	0	0	49950	52400	54900	59650	66150	71350	74950	76950	77650	77450	76750	74700	69400	2.2
Lower Quartile	0	0	0	0	0	0	48150	50150	52050	55450	59550	62550	64600	66000	66900	67450	67700	67900	59250	4.2
Lower Decile	0	0	0	0	0	0	45050	46850	48650	52000	56150	59150	60950	61650	61500	60900	60100	58250	52800	2.2
Mean	0	0	0	0	0	0	50850	53450	56050	61200	68350	74250	78600	81250	82500	82650	82200	80350	72850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59800	65700	71450	70350	87900	84200	110350	110700	111200	116650	114050	115150	102900	
Upper Quartile	0	0	0	0	0	0	59050	58250	61000	62500	75300	78300	84350	87550	89400	101500	95350	93450	79350	
Median	0	0	0	0	0	0	57900	52100	54300	57400	67900	70900	74300	75650	77900	79650	74300	77000	69400	
Lower Quartile	0	0	0	0	0	0	56700	48100	49600	52000	60550	62300	67300	68500	69450	70350	61500	64600	59250	
Lower Decile	0	0	0	0	0	0	55600	45200	47500	50450	55000	60150	59700	61300	61450	62250	57000	61100	52800	
Mean	0	0	0	0	0	0	57950	54500	57100	58900	70400	72600	79250	80700	81500	85600	79950	82400	72850	
Supporting Data																				
Total Number	0	6	10	8	11	34	169	73	63	573	425	640	384	409	307	247	231	243	3833	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	6	5	1	4	4	5	29	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46500	48650	50800	53000	55100	57250	59300	63150	68200	72100	74800	76300	76950	76900	76500	75250	67800	2.2
Upper Quartile	0	0	44400	46400	48450	50400	52350	54250	56050	59400	63550	66500	68200	68900	68850	68300	67500	65800	60750	2.2
Median	0	0	41250	43000	44750	46450	48150	49750	51300	54100	57550	60000	61400	61950	61900	61400	60800	59300	53950	2.2
Lower Quartile	0	0	38900	40200	41500	42700	43900	45050	46100	48050	50500	52200	53300	53900	54050	53950	53700	53050	46600	2.2
Lower Decile	0	0	36400	37400	38350	39300	40200	41000	41800	43200	44900	46050	46750	47050	47100	47000	46750	46250	41050	2.2
Mean	0	0	41600	43250	44900	46500	48100	49600	51050	53800	57200	59750	61400	62250	62550	62400	62050	61100	54700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52150	49000	50000	55450	55400	59150	59250	63450	66600	68500	73800	72200	80250	79950	76600	78750	67800	
Upper Quartile	0	0	50600	46000	47400	53900	53800	57400	55350	58900	61800	63450	66550	64550	71500	70750	67300	70550	60750	
Median	0	0	42850	43100	44250	48250	51300	52850	50750	52850	57500	57550	60000	57200	63050	64000	62200	62600	53950	
Lower Quartile	0	0	41050	40100	40950	42350	46550	46850	46450	46250	52150	52250	53950	45900	55900	56450	59500	53350	46600	
Lower Decile	0	0	38700	38350	38700	37600	41950	42300	42450	40700	47200	46550	48850	39300	50700	51950	53100	42900	41050	
Mean	0	0	44500	43600	44600	47800	50000	51750	50850	52450	57200	58100	61300	57000	65100	64800	64050	62750	54700	
Supporting Data																				
Total Number	38	70	485	243	291	564	687	560	473	1199	1020	673	560	650	421	366	388	399	9085	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53350	56200	59100	61950	67700	76000	83500	89950	95200	99250	102200	104300	106650	91400	2.8
Upper Quartile	0	0	0	0	0	51050	53900	56650	59300	64250	70600	75550	79200	81800	83500	84550	85150	85600	77250	4.0
Median	0	0	0	0	0	48850	51300	53650	55850	59750	64450	67900	70250	71750	72700	73200	73450	73600	66750	4.4
Lower Quartile	0	0	0	0	0	45850	47900	49800	51550	54650	58350	61000	62800	64000	64700	65150	65350	65500	59650	4.4
Lower Decile	0	0	0	0	0	42100	43700	45250	46650	49250	52400	54750	56400	57550	58300	58750	59050	59200	53050	4.0
Mean	0	0	0	0	0	48600	51000	53350	55550	59750	65100	69300	72450	74650	76150	77100	77700	78150	70350	3.8
Raw (Unsmoothed) Statistics																				*
Upper Decile	0	0	0	0	0	63650	66700	66250	66550	70350	71450	81050	84750	86300	109100	106100	105300	112450	91400	
Upper Quartile	0	0	0	0	0	58450	59900	61900	62400	64800	67050	72300	76500	76500	86100	90550	89100	89000	77250	
Median	0	0	0	0	0	54550	54800	57100	55750	59900	[illegible]	66300	67800	68000	75600	75100	76200	76750	66750	
Lower Quartile	0	0	0	0	0	52050	50800	51950	49750	54600	565[illegible]	61050	62050	61800	66650	65400	67550	66250	59650	
Lower Decile	0	0	0	0	0	47150	47850	50150	43100	48500	50750	55050	57000	56750	60450	58750	61550	57000	53050	
Mean	0	0	0	0	0	56050	57050	57350	56000	60350	62200	67550	70550	70450	80150	78800	79950	80850	70350	
Supporting Data																				
Total Number	3	3	9	18	6	36	29	45	60	207	234	234	224	256	220	182	170	216	2152	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	9	1	2	7	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

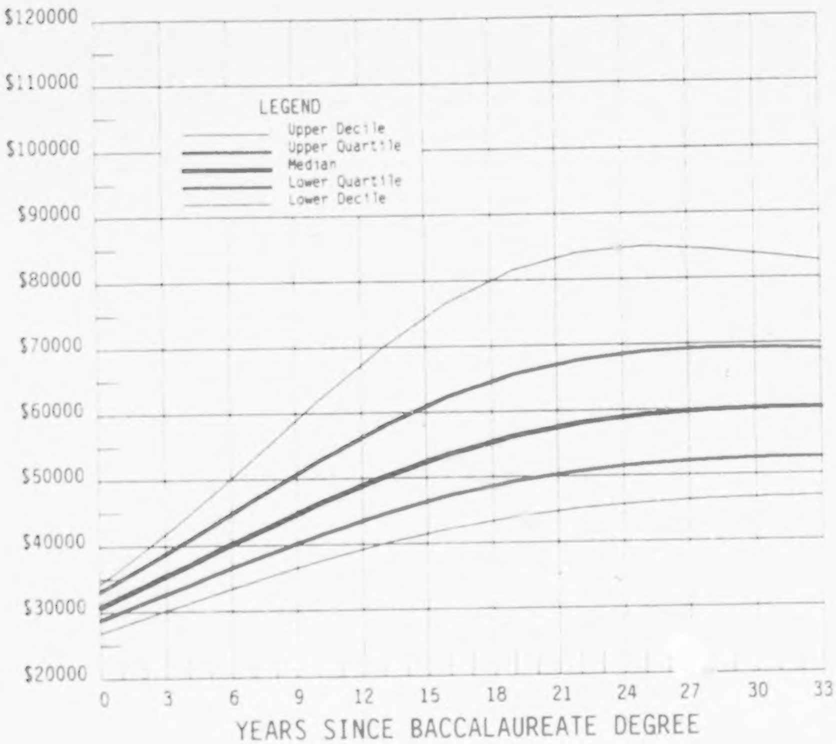
1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	83000	94150	102800	109000	113200	115750	117250	118000	118450	116200	4.4
Upper Quartile	0	0	0	0	0	0	0	0	0	73200	82200	89200	94250	97650	99750	100950	101600	101950	95650	4.4
Median	0	0	0	0	0	0	0	0	0	65400	72450	77850	81800	84400	86050	87000	87500	87800	83100	4.4
Lower Quartile	0	0	0	0	0	0	0	0	0	60500	66450	71050	74350	76650	78100	79050	79550	79950	74800	4.0
Lower Decile	0	0	0	0	0	0	0	0	0	57800	62950	66700	69200	70800	71750	72350	72650	72900	68300	3.8
Mean	0	0	0	0	0	0	0	0	0	68600	76250	82050	86250	89000	90750	91750	92250	92550	87850	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	105200	84250	94200	113250	103500	124050	114050	118550	124550	116200	
Upper Quartile	0	0	0	0	0	0	0	0	0	90100	77200	85000	92400	87650	105700	98000	104500	110850	95650	
Median	0	0	0	0	0	0	0	0	0	70600	69600	78050	81300	80150	85950	89700	89700	88200	83100	
Lower Quartile	0	0	0	0	0	0	0	0	0	61450	64550	73500	74450	74550	77650	79150	80700	80850	74800	
Lower Decile	0	0	0	0	0	0	0	0	0	57650	59400	70100	69700	69200	73750	70400	73200	72700	68300	
Mean	0	0	0	0	0	0	0	0	0	75550	72850	81200	85850	83450	94300	89750	93300	96300	87850	
Supporting Data																				
Total Number	0	0	0	3	0	4	0	5	7	15	21	39	54	73	97	78	57	66	518	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	9	0	2	6	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53050	55450	57850	60200	64900	71350	76850	81100	84050	85850	86750	87050	86650	78450	2.2
Upper Quartile	0	0	0	0	0	49750	52100	54400	56700	61050	66850	71350	74400	76050	76600	76350	75700	73850	70000	2.2
Median	0	0	0	0	0	47300	49400	51450	53450	57200	62100	65750	68100	69250	69500	69150	68450	66750	63750	2.2
Lower Quartile	0	0	0	0	0	44550	46300	48050	49750	52900	56950	59950	61900	62900	63150	62950	62450	61150	57300	2.2
Lower Decile	0	0	0	0	0	41300	42800	44200	45600	48200	51500	54000	55650	56550	56900	56850	56600	55750	51600	2.2
Mean	0	0	0	0	0	47450	49450	51450	53350	57050	61900	65750	68450	70050	70800	70850	70600	69500	64850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	62250	66700	63550	67100	68700	70300	74300	77250	74850	81950	88000	90900	96900	78450	
Upper Quartile	0	0	0	0	0	55850	59900	60650	62400	63900	66300	69300	70100	69700	75300	75350	79550	79950	70000	
Median	0	0	0	0	0	54150	54800	56050	55450	59400	61850	64750	65150	64600	68000	67800	70250	71900	63750	
Lower Quartile	0	0	0	0	0	51550	50800	51650	48450	54150	55850	60100	60550	60250	62250	62050	64850	63100	57300	
Lower Decile	0	0	0	0	0	46500	47850	50000	42800	48100	50350	54100	55850	55400	56150	55400	60350	55700	51600	
Mean	0	0	0	0	0	54350	57050	56250	55600	59100	61100	64800	65700	65250	69050	70600	73300	74100	64850	
Supporting Data																				
Total Number	3	3	9	15	6	32	29	40	53	192	213	195	170	183	124	104	114	151	1634	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

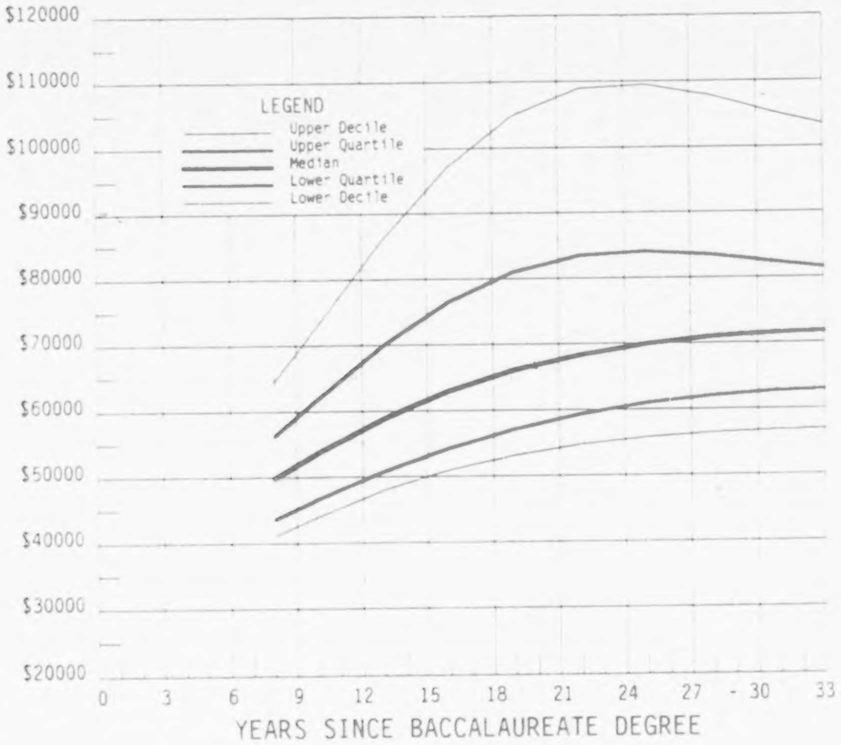
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34300	36650	39150	41750	44450	47200	50100	53000	55950	61800	69950	76700	81450	84100	84900	84400	83300	80250	71950	2.2
Upper Quartile	33150	35000	36850	38800	40800	42750	44800	46800	48800	52650	57950	62350	65650	67800	68950	69350	69300	68450	61300	2.2
Median	30800	32300	33850	35400	36950	38550	40100	41650	43200	46150	50200	53600	56250	58100	59250	59900	60150	60000	51200	2.2
Lower Quartile	28850	30100	31400	32650	33950	35250	36550	37800	39000	41400	44600	47250	49300	50800	51750	52300	52600	52650	41250	2.2
Lower Decile	26850	27950	29050	30150	31250	32350	33400	34450	35500	37450	40050	42200	43900	45100	45850	46350	46550	46650	34100	2.2
Mean	30950	32600	34350	36100	37900	39700	41500	43300	45100	48550	53350	57250	60200	62150	63250	63650	63650	62950	53650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36500	37350	37950	40500	42600	49200	48900	51000	60300	62450	67950	72750	71650	126350	79700	79850	80000	78000	71950	
Upper Quartile	34650	35200	36150	38250	39700	42200	43800	46650	50050	53050	59900	60850	63500	68700	69400	71500	70950	67450	61300	
Median	31900	32400	33650	34950	36750	37950	39900	40800	42300	46700	51150	53500	55000	58450	60100	62400	59600	59350	51200	
Lower Quartile	30200	30150	31050	32150	33000	35050	36550	36250	38050	42550	45750	46850	47600	50450	53050	54400	54200	51700	41250	
Lower Decile	27050	28600	29050	30200	30900	31050	34250	33750	34150	38650	40350	39900	42550	45800	48850	49800	50000	44400	34100	
Mean	32550	33050	34000	35500	36800	39200	41200	41950	45000	49150	53650	56200	57250	67950	64000	65450	65650	60600	53650	
Supporting Data																				
Total Number	46	79	99	98	86	100	104	101	96	320	327	230	318	303	168	147	156	372	3150	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	[illegible]	2	31	5	3	5	3	57	
Less Than $22900	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

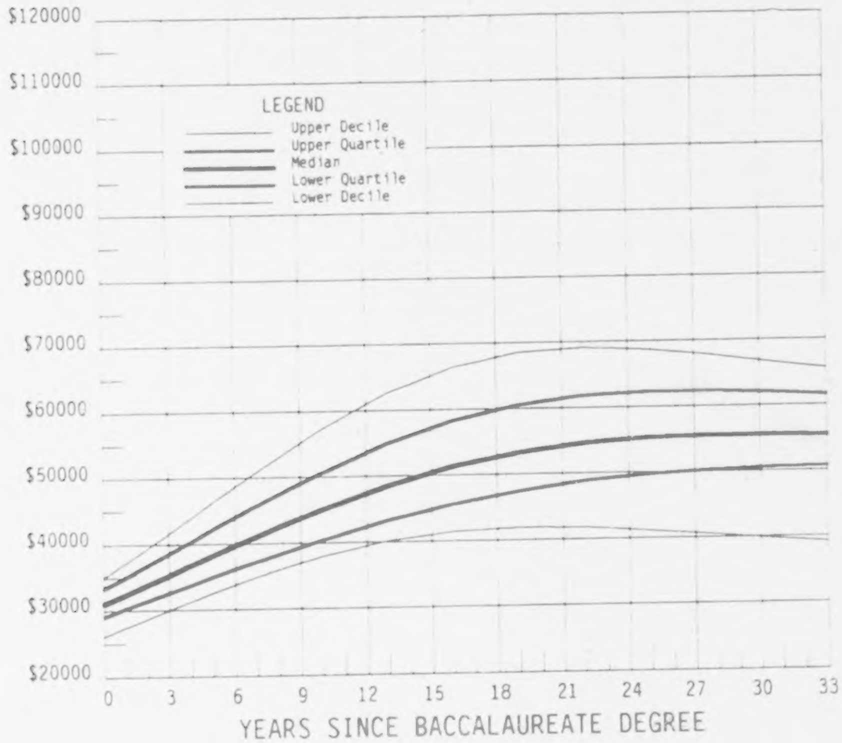
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	64400	73150	86000	97100	104950	108900	109450	107750	105050	98750	104750	2.2
Upper Quartile	0	0	0	0	0	0	0	0	56200	61950	69950	76500	81000	83400	84000	83450	82250	79200	77150	2.2
Median	0	0	0	0	0	0	0	0	49800	53700	58800	62950	66100	68350	69900	70950	71550	72000	67100	3.8
Lower Quartile	0	0	0	0	0	0	0	0	43600	46700	50800	54300	57100	59300	60900	62000	62750	63500	56200	3.2
Lower Decile	0	0	0	0	0	0	0	0	41050	44050	47950	50950	53150	54700	55750	56400	56800	57150	51000	3.6
Mean	0	0	0	0	0	0	0	0	53900	58600	64650	69200	72550	74800	76250	77150	77700	78100	72600	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	76300	72000	79750	93150	82850	153050	119150	109550	114650	89050	104750	
Upper Quartile	0	0	0	0	0	0	0	0	56800	62500	71750	74800	70950	98200	84300	79050	78950	79350	77150	
Median	0	0	0	0	0	0	0	0	50750	54150	62600	62650	60600	69050	73500	72600	72300	72550	67100	
Lower Quartile	0	0	0	0	0	0	0	0	40700	46850	55050	55600	54250	58700	59300	58950	68800	64100	56200	
Lower Decile	0	0	0	0	0	0	0	0	39100	42050	52700	50650	51900	56500	53500	54050	59900	56250	51000	
Mean	0	0	0	0	0	0	0	0	52750	57600	67750	69350	64900	85550	78300	75700	79500	73700	72600	
Supporting Data																				
Total Number	0	0	0	2	4	4	4	8	13	52	52	62	111	137	49	55	63	120	736	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	2	31	4	3	4	3	54	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35000	37150	39350	41600	43900	46250	48550	50800	53050	57250	62600	66400	68500	69150	68700	67650	66350	63600	63250	2.2
Upper Quartile	33300	35000	36750	38550	40350	42150	43950	45700	47400	50650	54950	58250	60500	61800	62300	62250	61900	60750	55450	2.2
Median	30950	32350	33800	35250	36750	38200	39650	41050	42450	45050	48500	51300	53300	54600	55300	55550	55550	55100	47200	2.2
Lower Quartile	29050	30250	31400	32600	33750	34950	36100	37200	38300	40400	43250	45600	47450	48850	49750	50300	50650	50850	38450	2.2
Lower Decile	26050	27400	28700	30000	31250	32500	33750	34900	35950	37900	40100	41400	41850	41700	41150	40400	39600	38050	33150	2.2
Mean	31300	32800	34350	35900	37500	39050	40550	42050	43500	46250	49850	52600	54450	55550	56000	55950	55700	54800	47900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36500	37350	37950	40250	41650	48550	47250	50400	55700	60300	64850	62800	66000	64600	69450	70250	65150	65200	63250	
Upper Quartile	34650	35200	36150	38050	39450	41600	43350	45650	48000	51300	56750	57050	59800	59700	63000	65050	58950	61450	55450	
Median	31900	32400	33600	34800	36450	37800	39550	40100	41650	46100	49500	51200	52350	51750	56600	60150	55000	54800	47200	
Lower Quartile	30200	30150	31050	32100	32900	34850	36450	35950	37400	41900	44950	45250	44500	46700	51600	52250	53100	50500	38450	
Lower Decile	27050	28600	29050	30200	30800	30950	34200	33550	33800	38250	38950	39000	41850	44700	48250	47000	46400	33800	33150	
Mean	32550	33050	34000	35150	36350	38800	40550	41200	43800	47550	50950	51300	53150	53400	58000	59350	56200	54300	47900	
Supporting Data																				
Total Number	46	79	99	96	82	96	99	93	83	268	276	168	207	166	119	92	93	252	2413	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33950	36250	38650	41150	43800	46500	49300	52150	55000	60750	68900	75800	80800	83850	85100	85050	84250	81750	71650	2.2
Upper Quartile	33200	34950	36750	38600	40500	42400	44300	46200	48050	51750	56750	61000	64250	66500	67850	68450	68600	68200	59850	2.2
Median	30800	32300	33800	35350	36900	38450	40000	41500	43000	45900	49850	53150	55700	57450	58500	59100	59250	59100	50250	2.2
Lower Quartile	28950	30200	31400	32600	33850	35050	36250	37450	38600	40850	43850	46400	48450	49950	51000	51650	52000	52300	40100	2.2
Lower Decile	26900	27950	29050	30100	31150	32200	33250	34300	35250	37150	39700	41800	43400	44600	45400	45900	46150	46300	33500	2.2
Mean	30900	32500	34200	35900	37650	39400	41150	42900	44650	48000	52650	56500	59450	61450	62650	63150	63250	62800	52850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36500	37300	37900	40400	42050	47400	47550	49600	55000	61300	68500	72450	69350	133250	81750	79850	80100	78500	71650	
Upper Quartile	34650	35150	36100	38200	39650	41900	43750	45500	48600	52900	57850	59800	61050	67950	70350	70700	70450	66750	59850	
Median	31900	32350	33450	34900	36600	38000	40200	40250	41600	47350	50500	52600	53700	58200	59800	61400	59300	58350	50250	
Lower Quartile	30200	30150	30950	32150	32900	35100	36650	36300	37500	41950	45550	46000	45700	49500	52550	53750	54100	51450	40100	
Lower Decile	27050	28600	29000	30200	30700	30800	34350	33850	33700	38400	40000	39450	42100	45450	48750	48700	49200	44200	33500	
Mean	32550	33000	33900	35450	36550	38650	41050	41400	43800	49150	52900	55450	55150	68850	64050	64750	65150	60300	52850	
Supporting Data																				
Total Number	46	79	96	97	79	87	87	88	78	250	273	194	247	252	134	126	135	324	2673	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	3	2	30	3	3	4	3	52	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	62500	70600	82650	93350	101400	106150	107900	107450	105800	101050	109000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	56250	62500	71350	78700	83800	86500	87200	86500	85100	81500	77150	2.2
Median	0	0	0	0	0	0	0	0	48900	52650	57600	61700	64900	67350	69050	70200	70900	71500	65550	3.6
Lower Quartile	0	0	0	0	0	0	0	0	45050	48150	52100	55200	57550	59200	60300	61000	61400	61700	55700	4.0
Lower Decile	0	0	0	0	0	0	0	0	40850	43900	47800	50900	53200	54850	56000	56750	57200	57550	50700	3.6
Mean	0	0	0	0	0	0	0	0	51550	56500	63450	69300	73600	76300	77550	77750	77300	75550	72450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	63100	70800	79900	93750	75700	155800	107400	108900	117700	91750	109000	
Upper Quartile	0	0	0	0	0	0	0	0	52700	62900	72200	74900	66550	127050	83650	79350	80450	79800	77150	
Median	0	0	0	0	0	0	0	0	50300	54200	62250	62450	55700	68450	72900	72050	72850	72950	65550	
Lower Quartile	0	0	0	0	0	0	0	0	40500	50150	55200	55750	53800	58550	58900	57350	68800	63050	55700	
Lower Decile	0	0	0	0	0	0	0	0	39000	42100	52850	51450	50750	56650	53350	53500	64100	56300	50700	
Mean	0	0	0	0	0	0	0	0	50500	57850	67800	69650	61450	87750	76600	75100	80700	74350	72450	
Supporting Data																				
Total Number	0	0	0	2	3	4	3	7	12	47	45	54	87	116	47	45	51	104	627	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	1	30	3	3	4	3	51	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	34900	36900	38900	40950	43050	45150	47250	49300	51300	55150	60100	63850	66200	67350	67550	67050	66300	64400	62300	2.2
Upper Quartile	33400	35050	36700	38350	40050	41700	43350	45000	46600	49650	53650	56850	59150	60600	61300	61500	61400	60700	54200	2.2
Median	31050	32450	33850	35250	36600	38000	39350	40700	42000	44500	47750	50350	52250	53500	54200	54500	54500	54150	46200	2.2
Lower Quartile	29150	30250	31400	32500	33600	34750	35850	36900	37950	39950	42700	45000	46850	48250	49250	49900	50350	50700	37500	2.2
Lower Decile	26150	27450	28700	29950	31200	32400	33550	34700	35700	37550	39650	40900	41350	41200	40700	40000	39250	37800	32700	2.2
Mean	31300	32800	34250	35750	37200	38650	40100	41550	42900	45500	48900	51550	53400	54500	55050	55150	55050	54400	46850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36500	37300	37850	40200	41400	46600	46500	47850	54300	55950	62500	60950	65200	64250	69700	70850	65250	64500	62300	
Upper Quartile	34650	35150	36050	38000	39400	41350	43350	44500	46550	51200	54250	55900	58050	58800	63100	65000	59250	60900	54200	
Median	31900	32350	33450	34800	36300	37800	39850	39650	40950	46300	49000	50050	49650	50350	55300	59550	55050	54000	46200	
Lower Quartile	30200	30150	30950	32100	32800	34850	36550	36000	36850	41050	44800	44600	43450	46200	50950	51850	53150	50350	37500	
Lower Decile	27050	28600	29000	30200	30600	30750	34250	33600	33450	38000	38250	38550	41500	44500	48150	46100	46200	33600	32700	
Mean	32550	33000	33900	35150	36250	38300	40400	40600	42600	47150	49950	50000	61700	52750	57400	59050	55900	53600	46850	
Supporting Data																				
Total Number	46	79	95	96	76	83	83	80	66	203	228	140	159	136	87	81	85	220	2046	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

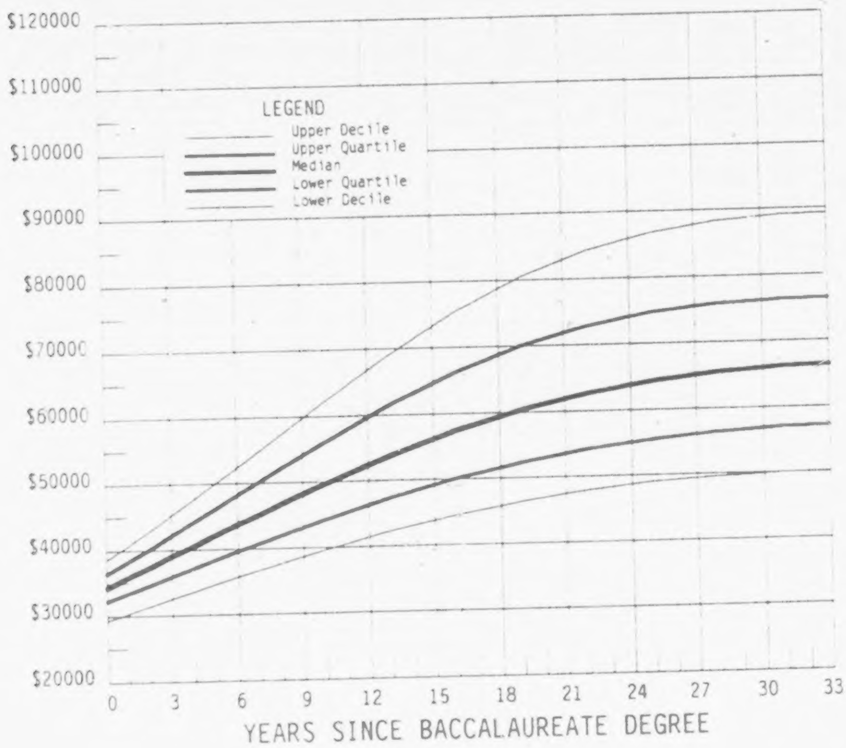
1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52550	55050	57550	59950	64600	70700	75300	78300	79750	80050	79550	78650	76400	71900	2.2
Upper Quartile	0	0	0	0	0	47000	49150	51300	53350	57300	62400	66200	68700	69850	70050	69600	68800	66900	65150	2.2
Median	0	0	0	0	0	39400	41250	43100	44950	48500	53350	57300	60200	62000	62850	63050	62850	61850	56450	2.2
Lower Quartile	0	0	0	0	0	36250	37700	39150	40550	43300	47150	50400	53050	55000	56350	57200	57700	58050	46900	4.2
Lower Decile	0	0	0	0	0	33450	34750	36050	37350	39750	42900	45450	47400	48800	49700	50250	50550	50750	39900	4.4
Mean	0	0	0	0	0	41700	43650	45600	47500	51200	56100	60000	62700	64250	64900	64850	64450	63150	57700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	64150	56000	53150	73200	63650	67500	72600	77950	78850	72100	98500	101550	71750	71900	
Upper Quartile	0	0	0	0	0	50450	47550	51350	61000	55350	65300	63550	69400	68300	63500	73100	71450	69000	65150	
Median	0	0	0	0	0	37700	37800	48650	45950	46050	58000	56500	61800	60400	60550	65800	59800	62650	56450	
Lower Quartile	0	0	0	0	0	34850	36250	35650	40250	44400	47800	51900	55900	52100	54950	60550	54800	56350	46900	
Lower Decile	0	0	0	0	0	33250	33900	33450	38000	40350	41100	48600	49950	49350	49650	53150	51900	44850	39900	
Mean	0	0	0	0	0	43000	42150	45850	50450	49350	57400	59300	64550	62400	63050	69350	68150	61450	57700	
Supporting Data																				
Total Number	0	0	3	1	7	13	17	13	18	67	54	32	69	48	33	19	19	40	452	
$125,000 or More	0	0	[illegible]	0	0	0	0	0	0	0	1	0	1	1	1	0	1	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51850	54050	56200	58250	62000	66400	69150	70300	70200	69250	67850	66400	63550	66150	2.2
Upper Quartile	0	0	0	0	0	46000	48050	50050	51950	55500	59950	63050	64800	65350	65050	64200	63200	61000	61500	2.2
Median	0	0	0	0	0	39300	41050	42800	44500	47800	52100	55550	57900	59250	59800	59800	59450	58300	53850	2.2
Lower Quartile	0	0	0	0	0	35900	37400	38900	40400	43200	47000	50150	52500	54050	54950	55350	55400	54950	45500	2.2
Lower Decile	0	0	0	0	0	32800	34200	35550	36900	39450	42800	45350	47100	48100	48450	48400	48100	47200	38450	2.2
Mean	0	0	0	0	0	41500	43250	44950	46600	49700	53700	56650	58500	59400	59550	59250	58650	57250	53450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55300	55250	52800	63550	63350	67300	70300	67050	63550	68150	0	0	68800	66150	
Upper Quartile	0	0	0	0	0	49800	43500	51050	55100	54700	64950	62400	62950	60900	63000	0	0	64650	61500	
Median	0	0	0	0	0	37550	37700	48400	45050	45950	57500	55850	58000	53650	60200	0	0	59600	53850	
Lower Quartile	0	0	0	0	0	34800	36200	35500	40050	44450	46650	52100	54400	50550	54600	0	0	55150	45500	
Lower Decile	0	0	0	0	0	33200	33800	33400	35900	40000	40500	50100	48250	47800	49200	0	0	45750	38450	
Mean	0	0	0	0	0	42150	41300	45400	48700	48900	56000	57450	58100	55200	59950	0	0	58650	53450	
Supporting Data																				
Total Number	0	0	3	0	6	13	16	12	17	62	47	25	46	28	31	9	[illegible]	28	353	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

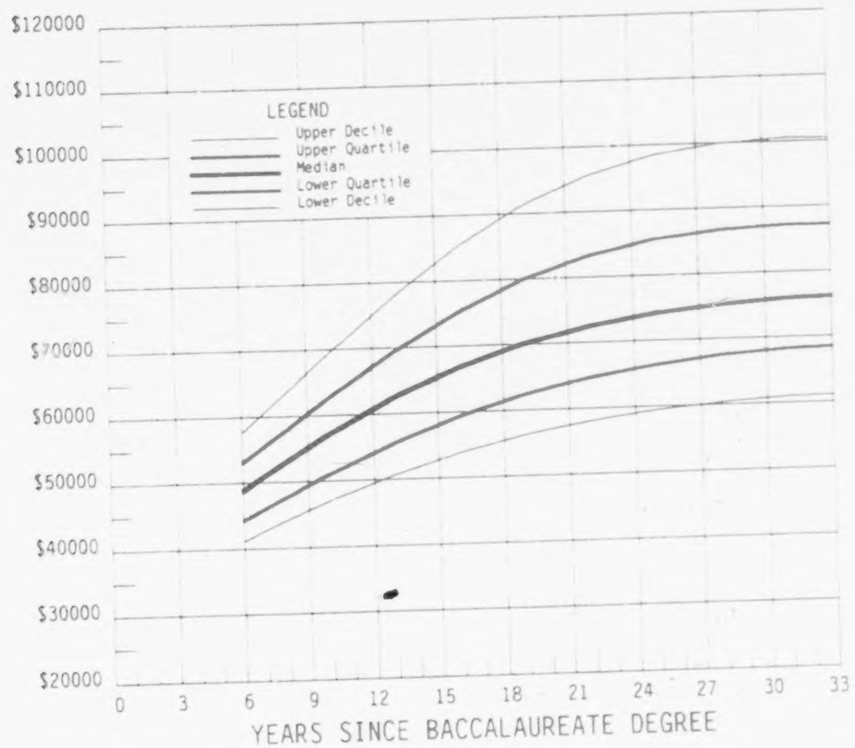
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38550	40700	42900	45200	47500	49900	52300	54750	57200	62100	69050	75250	80350	84150	86750	88300	89100	89400	76500	2.2
Upper Quartile	36400	38250	40150	42100	44100	46100	48100	50100	52100	56000	61450	66200	70000	72800	74700	75800	76350	76550	64500	2.2
Median	34300	35850	37400	38950	40500	42050	43650	45150	46700	49650	53750	57350	60300	62650	64350	65500	66200	66750	53050	3.8
Lower Quartile	32200	33450	34650	35900	37150	38400	39600	40800	41950	44200	47350	50050	52350	54150	55450	56400	57000	57500	43100	3.6
Lower Decile	29300	30400	31450	32500	33550	34600	35650	36650	37650	39600	42250	44500	46400	47850	48900	49600	50000	50350	37250	3.8
Mean	34050	35650	37300	38950	40650	42350	44000	45700	47400	50650	55150	59100	62300	64700	66400	67450	68050	68550	55450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40300	40300	42450	43750	47100	51300	50900	54700	56600	62350	70400	75050	79600	84850	87100	87700	88300	89500	76500	
Upper Quartile	38300	38200	39950	41250	43500	45200	46800	50300	52600	56400	62250	65450	69100	74500	76600	77150	75450	75100	64500	
Median	35100	36050	37350	38250	39550	41700	43300	45350	46250	50650	53400	56700	60300	65200	65900	66350	66500	63700	53050	
Lower Quartile	32750	33600	34400	35100	36650	37700	40450	41900	41550	44500	46550	49900	52100	56450	55950	57950	57750	55050	43100	
Lower Decile	31000	29500	32050	29500	33800	34650	36950	37800	38050	39450	41500	44500	46450	50050	48800	51250	50750	47950	37250	
Mean	35500	35650	37150	37900	40150	42000	43850	46000	47150	50900	54950	58800	61850	66650	67000	68750	68450	66950	55450	
Supporting Data																				
Total Number	483	1001	911	1003	1061	1291	1312	1317	1077	3961	3113	2738	2973	2242	1958	1828	1538	2940	32748	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	5	6	12	11	11	16	37	97	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

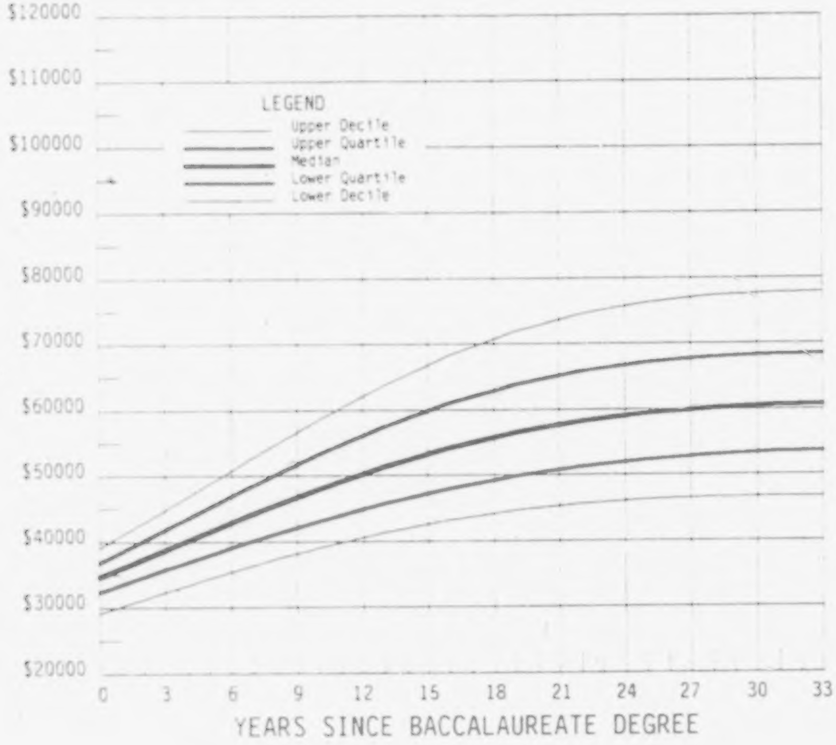
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	57550	60450	63400	69250	77650	85100	91150	95550	98400	99900	100450	100150	91450	2.2
Upper Quartile	0	0	0	0	0	0	53000	55400	57800	62600	69300	75150	79850	83250	85450	86650	87200	87100	79100	2.2
Median	0	0	0	0	0	0	48800	51000	53150	57150	62450	66700	70050	72450	74150	75250	75950	76550	69050	3.6
Lower Quartile	0	0	0	0	0	0	44200	46000	47750	51100	55550	59300	62350	64650	66300	67500	68250	68900	59250	3.4
Lower Decile	0	0	0	0	0	0	41150	42700	44200	47050	50750	53850	56250	58100	59400	60350	60900	61450	51450	3.4
Mean	0	0	0	0	0	0	48650	50850	53000	57250	63250	68450	72600	75650	77600	78700	79200	79200	70750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61400	60450	64000	71000	77750	88100	88150	93500	94100	98700	106950	102500	91450	
Upper Quartile	0	0	0	0	0	0	53850	55350	60100	63950	70400	75100	77550	82300	85450	85600	87700	89150	79100	
Median	0	0	0	0	0	0	48850	49350	54050	57950	62650	66300	68200	73500	76000	77250	75000	75350	69050	
Lower Quartile	0	0	0	0	0	0	47250	45650	48100	51800	54800	58100	60750	67050	69250	69700	68700	65800	59250	
Lower Decile	0	0	0	0	0	0	42900	44150	45050	47700	49150	53950	55550	58700	60800	61450	61350	60200	51450	
Mean	0	0	0	0	0	0	50800	50750	54500	58650	63300	68350	70400	75550	77700	79450	79950	79750	70750	
Supporting Data																				
Total Number	1	12	22	28	31	79	100	147	107	714	883	889	1214	973	747	669	485	917	8020	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	6	12	11	11	13	37	92	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39000	40900	42850	44800	46750	48750	50750	52750	54700	58500	63800	68300	71850	74500	76200	77250	77750	77900	67150	2.2
Upper Quartile	36800	38450	40100	41800	43500	45150	46850	48500	50100	53250	57450	61050	63800	65850	67150	67950	68350	68500	58150	2.2
Median	34600	36000	37400	38750	40150	41500	42850	44200	45500	48000	51350	54200	56450	58150	59350	60100	60550	60950	49000	2.2
Lower Quartile	32350	33500	34600	35750	36850	37950	39050	40100	41150	43100	45750	48000	49850	51250	52250	53000	53450	53950	40900	2.2
Lower Decile	29100	30150	31250	32300	33300	34350	35350	36300	37250	39000	41300	43200	44550	45550	46150	46500	46650	46650	36150	2.2
Mean	34400	35850	37300	38750	40200	41600	43050	44450	45850	48450	52050	55050	57400	59200	60400	61150	61550	61850	50500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40300	40300	42100	43550	46800	49800	50100	53600	55400	59400	64600	66650	69000	74000	77300	77500	78600	78450	67150	
Upper Quartile	38300	38150	39800	41000	43150	43950	46150	49650	51500	54550	57450	59150	62300	66000	68400	68450	69850	67950	58150	
Median	35050	36000	37250	38100	39400	41400	43000	44850	45600	49300	50600	53300	54350	59200	59550	61600	62450	60150	49000	
Lower Quartile	32750	33550	34300	35000	36550	37450	40200	41600	41100	43150	45150	47500	48800	52000	52550	54950	55150	52700	40900	
Lower Decile	31000	29400	32000	29400	33650	34500	36800	37400	37700	38950	39950	42850	44300	46300	46700	49950	48600	44550	36150	
Mean	35500	35600	37000	37700	39850	41350	43250	45400	46350	49200	51650	54150	55950	59800	60450	62600	63100	61100	50500	
Supporting Data																				
Total Number	482	989	889	975	1029	1212	1212	1170	970	3247	2230	1850	1759	1269	1211	1159	1053	2023	24728	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	3	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38550	40650	42850	45100	47350	49700	52050	54400	56750	61400	67850	73450	77850	80950	82950	83950	84300	84000	72600	2.2
Upper Quartile	36450	38300	40100	42000	43900	45800	47750	49650	51550	55200	60300	64600	68000	70450	72050	72950	73350	73350	61600	2.2
Median	34250	35750	37250	38800	40300	41850	43350	44850	46300	49150	53000	56300	58900	60850	62200	63000	63500	63800	50800	2.2
Lower Quartile	32100	33300	34550	35750	36950	38150	39350	40450	41600	43700	46600	49050	51100	52700	53850	54650	55150	55600	41550	3.6
Lower Decile	29050	30100	31200	32250	33300	34300	35300	36300	37250	39050	41500	43550	45200	46450	47350	47950	48300	48600	36400	3.8
Mean	34100	35650	37200	38800	40450	42050	43650	45250	46800	49850	54050	57650	60550	62700	64200	65100	65600	65950	52950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40250	40300	41950	43600	47050	51450	50300	54650	56850	62200	70150	71850	75050	81250	84650	83750	83250	84950	72600	
Upper Quartile	38300	38250	39600	41150	43100	45500	46550	50100	51350	56300	61500	62900	66000	72700	73800	74600	72300	72450	61600	
Median	35100	36050	37000	38050	39350	41750	43200	45200	45350	50850	52250	55100	57450	64300	62350	63350	64150	62900	50800	
Lower Quartile	32750	33650	33950	34800	36350	37750	40150	41700	40850	44600	45650	48250	50350	55900	53850	56550	55700	53500	41550	
Lower Decile	31000	29500	31600	29250	33400	34500	36550	37250	37650	39500	40400	43300	45100	47550	48400	49800	48650	46450	36400	
Mean	35500	35650	36750	37600	39850	42000	43550	45800	46500	50950	54000	56600	59100	64800	64900	66000	65400	65350	52950	
Supporting Data																				
Total Number	474	987	788	902	930	1088	1043	1049	835	3046	2365	1993	2149	1473	1173	1132	1035	1821	24284	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	6	6	5	6	24	49	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY, BS

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55150	57800	60450	63050	68300	75650	82050	87200	90950	93400	94750	95350	95250	85900	2.2
Upper Quartile	0	0	0	0	0	51300	53600	55850	58150	62550	68600	73800	77800	80600	82300	83200	83500	83150	75800	2.2
Median	0	0	0	0	0	46900	48950	50950	53000	56900	62200	66600	69900	72150	73450	74000	74100	73550	67150	2.2
Lower Quartile	0	0	0	0	0	42950	44650	46350	48000	51250	55650	59450	62400	64550	65950	66800	67200	67350	57450	2.2
Lower Decile	0	0	0	0	0	39550	41000	42450	43900	46600	50300	53300	55550	57150	58100	58600	58750	58600	50100	2.2
Mean	0	0	0	0	0	47250	49300	51300	53300	57200	62650	67300	70950	73600	75350	76350	76800	76800	68200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55950	60350	62900	64300	70450	78000	82750	83650	86200	92800	89950	95450	104100	85900	
Upper Quartile	0	0	0	0	0	55150	52600	57650	60250	63750	71200	73550	73950	77000	84200	83200	84200	86500	75800	
Median	0	0	0	0	0	53850	48650	51750	53950	58000	63150	66200	66450	71200	74450	75350	74100	75150	67150	
Lower Quartile	0	0	0	0	0	47800	47100	48000	48000	52050	56050	58400	59800	64950	65800	68300	67250	68350	57450	
Lower Decile	0	0	0	0	0	42550	40900	41800	44950	47500	50500	53200	54550	57050	57300	56700	58700	60800	50100	
Mean	0	0	0	0	0	51800	50050	52350	54450	58500	63900	66800	67850	72100	75500	76250	76650	79950	68200	
Supporting Data																				
Total Number	1	12	20	23	28	74	88	98	100	575	627	516	759	649	415	381	290	505	5158	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	6	6	5	3	24	44	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38950	40800	42700	44600	46500	48400	50350	52250	54100	57650	62550	66600	69750	71900	73300	74000	74300	74150	64150	2.2
Upper Quartile	36800	38400	40000	41600	43250	44850	46450	48000	49550	52450	56450	59700	62250	64100	65250	65950	66250	66350	55850	2.2
Median	34650	36000	37300	38650	39950	41250	42550	43800	45050	47400	50550	53200	55300	56900	58000	58700	59100	59450	47050	2.2
Lower Quartile	32300	33400	34500	35600	36650	37750	38800	39800	40800	42700	45250	47400	49100	50400	51350	52050	52450	52900	39900	2.2
Lower Decile	28850	29900	31000	32050	33050	34050	35050	36000	36900	38600	40800	42500	43700	44500	44950	45150	45200	46000	35450	2.2
Mean	34350	35750	37150	38550	39950	41300	42700	44050	45350	47850	51200	54050	56200	57800	58900	59550	59900	60100	48850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40250	40250	41500	43400	46650	49900	49600	53350	55000	59100	63150	63650	66350	73650	73600	74950	74650	75150	64150	
Upper Quartile	38300	38200	39400	40900	42750	44200	45850	49150	49750	54600	55650	58150	60500	65500	65100	65950	67900	66300	55850	
Median	35050	36000	36900	37950	39200	41450	42850	44700	44500	49350	49300	52300	52800	58850	57500	60250	60750	59100	47050	
Lower Quartile	32750	33600	33850	34700	36300	37500	39850	41550	40250	43250	44400	46650	47850	51400	51700	54500	53750	51800	39900	
Lower Decile	31000	29400	31500	29200	33250	34300	36400	37000	37200	39050	39250	42200	43350	44400	47350	47250	46400	43400	35450	
Mean	35450	35600	36600	37450	39550	41300	42950	45150	45450	49200	50400	53000	54300	59050	59100	60850	61050	59750	48850	
Supporting Data																				
Total Number	473	975	768	878	902	1015	955	951	735	2472	1738	1478	1390	824	758	751	744	1317	19125	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	3	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42650	45150	47700	50350	53050	55800	58550	64000	71850	78650	84050	87800	90050	91050	91250	90350	82650	2.2
Upper Quartile	0	0	40200	42350	44550	46750	49000	51250	53500	57900	64000	69150	73100	75750	77250	77900	77950	77200	70250	2.2
Median	0	0	37300	39100	40950	42750	44600	46400	48200	51700	56400	60300	63250	65250	66400	66900	67000	66500	58600	2.2
Lower Quartile	0	0	34900	36400	37900	39400	40850	42350	43750	46500	50250	53300	55600	57250	58250	58800	59000	58900	48900	2.2
Lower Decile	0	0	32750	34050	35400	36700	37950	39200	40400	42650	45600	47850	49400	50350	50800	50900	50750	50200	41250	2.2
Mean	0	0	37650	39550	41450	43350	45300	47200	49100	52850	57950	62200	65450	67700	69050	69650	69800	69350	60900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	[illegible]150	46750	47400	48300	51950	52900	55650	62200	70400	84800	86600	91100	89050	94450	93700	85750	82650	
Upper Quartile	0	0	41800	42600	45250	43350	47700	49600	53900	55950	64150	70500	75700	79350	77950	79300	78100	74050	70250	
Median	0	0	39650	39400	40900	41200	43550	45500	49400	49600	56400	59950	65650	67250	68950	68200	69150	63100	58600	
Lower Quartile	0	0	37800	36650	38600	36750	41250	42450	44500	43600	50800	54500	58500	57300	58900	60050	61100	56450	48900	
Lower Decile	0	0	34850	34650	36650	34850	38500	39200	41200	38750	46650	50250	53000	51250	48150	51900	53950	48350	41250	
Mean	0	0	39700	40200	42050	41100	44700	45950	49050	50350	58000	64250	68550	69850	68000	71450	71950	66450	60900	
Supporting Data																				
Total Number	9	14	123	101	129	192	256	242	225	852	638	679	733	654	633	507	379	904	7267	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	6	0	4	4	9	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71800	80400	87600	93300	97550	100500	102450	103600	104550	96100	3.8
Upper Quartile	0	0	0	0	0	0	0	0	0	62950	69850	75850	80750	84500	87200	89000	90100	91000	82650	3.8
Median	0	0	0	0	0	0	0	0	0	56950	62450	66950	70450	73000	74750	75850	76500	77000	71250	4.0
Lower Quartile	0	0	0	0	0	0	0	0	0	50550	55200	59150	62350	64800	66550	67750	68450	69000	61000	3.8
Lower Decile	0	0	0	0	0	0	0	0	0	48700	52850	56150	58750	60600	61900	62750	63250	63650	55150	3.8
Mean	0	0	0	0	0	0	0	0	0	58550	64550	69600	73650	76650	78750	80150	81000	81650	73750	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	54150	0	73100	76100	96550	92000	98750	94700	109800	111400	97450	96100	
Upper Quartile	0	0	0	0	0	0	0	46800	0	64950	68800	78000	80750	89200	86500	93700	92450	83300	82650	
Median	0	0	0	0	0	0	0	45850	0	57650	62450	65500	71850	79450	76750	78450	75000	70300	71250	
Lower Quartile	0	0	0	0	0	0	0	44950	0	49400	55400	57750	61900	71950	71600	68900	69550	61900	61000	
Lower Decile	0	0	0	0	0	0	0	44350	0	47850	53750	54800	57750	65050	64450	64650	64900	59100	55150	
Mean	0	0	0	0	0	0	0	47200	0	58950	63950	70150	73550	82150	79000	83050	82100	75600	73750	
Supporting Data																				
Total Number	0	0	2	5	3	5	12	49	7	134	208	354	421	284	251	202	154	326	2418	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	6	0	4	4	9	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43400	45400	47500	49550	51650	53700	55750	59700	65150	69750	73350	75900	77500	78400	78750	78650	71250	2.2
Upper Quartile	0	0	40650	42450	44300	46100	47900	49700	51450	54800	59400	63200	66100	68100	69350	70000	70250	70100	62500	2.2
Median	0	0	37800	39350	40900	42450	44000	45500	46950	49750	53400	56400	58650	60150	61050	61500	61650	61400	53050	2.2
Lower Quartile	0	0	35350	36600	37850	39050	40250	41400	42550	44700	47550	49900	51750	53050	53950	54500	54800	55000	44850	2.2
Lower Decile	0	0	33250	34350	35400	36400	37400	38300	39250	40900	42950	44550	45600	46250	46600	46700	46600	46300	39250	2.2
Mean	0	0	38150	39700	41250	42800	44350	45850	47350	50150	53900	57000	59300	60950	61950	62500	62700	62550	54500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44050	45950	47050	47750	51250	52700	55500	59850	66500	70600	74050	73500	78350	78900	79800	78050	71250	
Upper Quartile	0	0	41600	41900	45100	43250	46900	49900	53800	53700	61300	63850	67400	65800	70550	71450	71450	68850	62500	
Median	0	0	39550	39200	40750	41050	43350	45100	49300	48700	53900	56150	60850	59000	61700	63800	63700	59650	53050	
Lower Quartile	0	0	37650	36500	38550	36550	41100	41650	44350	42700	48800	51100	54050	52350	54000	53900	57500	53950	44850	
Lower Decile	0	0	34800	34550	36600	34800	38400	38650	41100	37850	44550	47100	49500	50300	38300	50850	51950	45200	39250	
Mean	0	0	39600	39700	41800	40900	44100	45650	48850	48700	55100	57800	61750	60450	60800	63800	65000	61300	54500	
Supporting Data																				
Total Number	9	14	121	96	126	186	244	193	218	718	430	325	311	370	382	305	225	578	4849	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56750	59650	62600	68500	77000	84550	90700	95150	98050	99550	100150	99800	94150	2.2
Upper Quartile	0	0	0	0	0	0	52300	54650	56950	61500	68000	73750	78600	82400	85250	87200	88500	90000	83450	2.2
Median	0	0	0	0	0	0	47150	49100	51000	54800	60250	65150	69400	72900	75600	77650	79100	80900	72350	2.2
Lower Quartile	0	0	0	0	0	0	42500	43950	45450	48400	52650	56600	60100	63100	65550	67500	68950	71000	60750	2.2
Lower Decile	0	0	0	0	0	0	38800	40150	41500	44200	48000	51450	54450	56950	58900	60400	61450	62850	51500	2.2
Mean	0	0	0	0	0	0	47600	49600	51600	55600	61400	66650	71150	74800	77600	79550	80900	82350	73600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	57700	60400	62400	67900	79300	83600	94100	92750	92750	97250	109400	99800	94150	
Upper Quartile	0	0	0	0	0	0	52900	57850	59350	62350	64950	76400	83750	80550	84050	83600	89350	92650	83450	
Median	0	0	0	0	0	0	49000	53850	56100	56700	54650	68300	72300	71350	77550	76800	77000	82100	72350	
Lower Quartile	0	0	0	0	0	0	45950	51100	48100	50650	46200	59250	61450	61450	70950	66500	69050	70050	60750	
Lower Decile	0	0	0	0	0	0	40250	42450	36000	46400	44850	55000	53750	53350	63100	62150	63650	60150	51500	
Mean	0	0	0	0	0	0	49350	53450	53000	56500	58250	68650	73550	71950	79200	78000	82700	82450	73600	
Supporting Data																				
Total Number	0	0	0	1	1	11	13	26	18	63	110	66	91	115	152	189	124	215	1197	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2	5	4	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

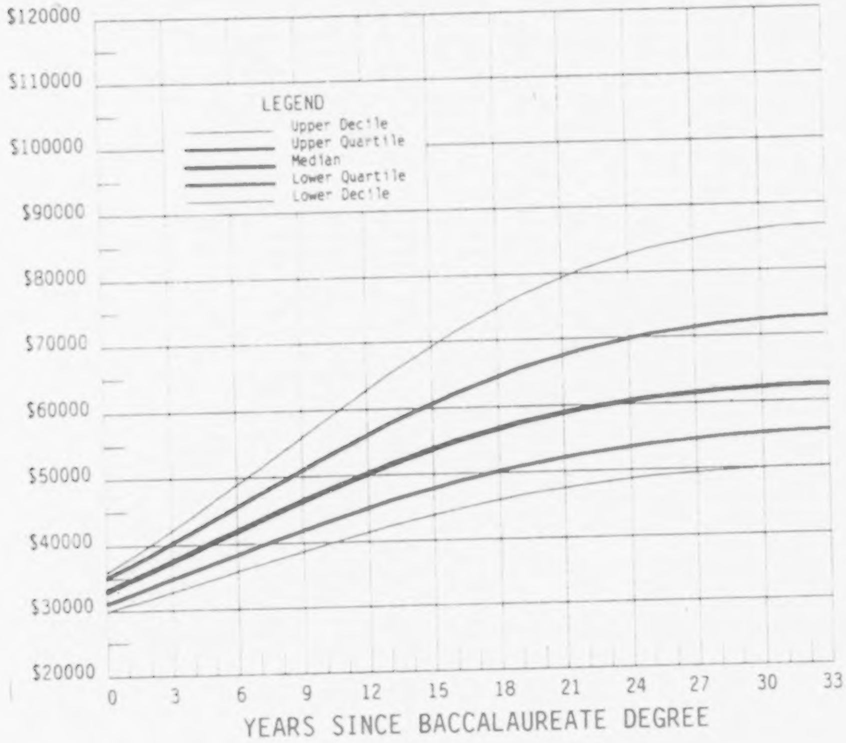
1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	80550	89400	97000	102950	107250	110150	111500	113650	108450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	59500	66200	73100	79950	86500	92600	97950	107100	92850	2.2
Median	0	0	0	0	0	0	0	0	0	0	55750	61750	67700	73500	78850	83700	87800	94600	80650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	52950	58500	63900	69000	73600	77600	80950	86150	74450	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	51100	56400	61400	65950	69950	73300	75950	79900	58250	2.2
Mean	0	0	0	0	0	0	0	0	0	0	60500	67150	73450	79250	84350	88600	91950	96900	83850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	80550	91700	114300	98800	98150	104100	136150	115350	108450	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	46850	82900	94250	93100	88550	91800	109200	94900	92850	
Median	0	0	0	0	0	0	0	0	0	0	45900	77650	87500	84400	78800	79100	87850	92150	80650	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	44950	71650	74000	75500	76300	77050	73750	84300	74450	
Lower Decile	0	0	0	0	0	0	0	0	0	0	44350	67900	66950	72200	71900	74250	69250	78050	58250	
Mean	0	0	0	0	0	0	0	0	0	0	52900	77400	87400	84950	84650	85150	95050	94350	83850	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	1	0	6	47	19	34	41	82	86	41	86	444	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2	5	4	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55250	57650	60050	62400	66950	73250	78550	82700	85800	87850	89200	89950	90550	86200	2.2
Upper Quartile	0	0	0	0	0	50850	52900	54950	57000	60900	66300	70900	74650	77500	79600	81000	81850	82800	75900	2.2
Median	0	0	0	0	0	46850	48700	50500	52300	55650	60150	63800	66600	68550	69800	70500	70900	71100	66000	2.2
Lower Quartile	0	0	0	0	0	42800	44350	45900	47400	50250	54150	57400	59900	61750	62900	63600	63900	64000	57600	2.2
Lower Decile	0	0	0	0	0	38050	39450	40900	42300	45000	48650	51750	54150	55900	57050	57700	58000	58100	51250	2.2
Mean	0	0	0	0	0	46950	48800	50700	52500	56000	60750	64750	67850	70150	71700	72700	73250	73750	67500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	77750	57700	59800	62200	66000	78950	79350	78550	77100	86200	89250	92500	93700	86200	
Upper Quartile	0	0	0	0	0	58700	52900	57550	59150	61000	66600	71650	73450	71850	79550	78700	85800	84650	75900	
Median	0	0	0	0	0	54600	49000	53600	55950	55350	59800	64000	64850	64300	72800	67300	72650	73200	66000	
Lower Quartile	0	0	0	0	0	45650	45950	51050	48000	50350	54300	57700	56850	55950	65500	64700	67300	63350	57600	
Lower Decile	0	0	0	0	0	37250	40250	42350	35950	45900	51000	53650	51700	51200	60350	57300	62500	56650	51250	
Mean	0	0	0	0	0	55000	49350	53050	52800	55500	62350	65200	65250	64750	72900	72000	76600	74450	67500	
Supporting Data																				
Total Number	0	0	0	1	1	11	13	26	17	58	62	48	57	74	71	103	83	129	753	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

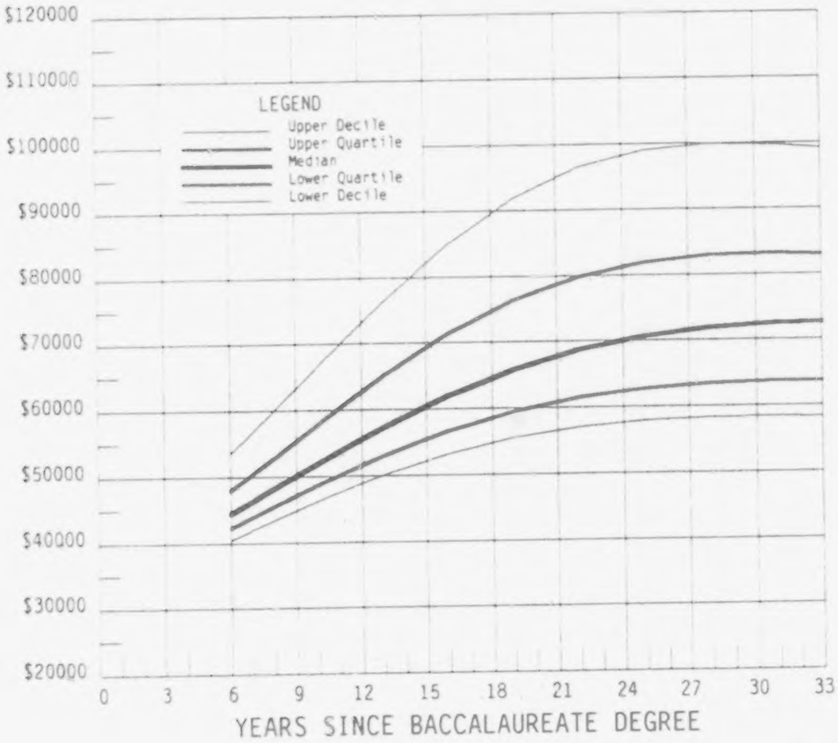
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6		8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35900	37900	39950	42100	44300	46600	48900	51200	53550	58300	65100	71350	76600	80650	83600	85450	86550	87300	72000	2.2
Upper Quartile	35050	36750	38450	40200	42000	43800	45600	47400	49200	52750	57700	62100	65700	68500	70500	71850	72700	73400	59750	2.2
Median	33050	34500	35950	37450	38950	40450	41950	43400	44900	47700	51550	54850	57550	59550	60950	61850	62350	62750	50550	2.2
Lower Quartile	31150	32350	33550	34800	36000	37200	38400	39600	40750	43000	46100	48800	50950	52700	53950	54850	55450	56100	41400	2.2
Lower Decile	29900	30850	31800	32800	33750	34750	35750	36750	37700	39600	42300	44600	46500	47950	49000	49650	50050	50350	36300	4.0
Mean	33100	34650	36200	37750	39350	40900	42500	44100	45700	48750	53050	56800	59900	62350	64100	65250	66000	66650	52850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39450	40600	43500	41400	43900	49900	52600	55200	57850	64450	74550	75300	81400	83300	84900	93650	84550	72000	
Upper Quartile	33900	37450	39400	41350	39950	43000	46600	48900	51450	52750	57400	59450	65250	69350	72600	74950	75100	71500	59750	
Median	31900	35900	36000	36550	38050	41450	42600	43950	43350	47800	51500	54600	56700	58900	63150	64000	63950	61300	50550	
Lower Quartile	30700	33300	33150	34050	35650	37850	39700	38850	39400	42750	46100	49550	51250	51650	55200	55450	55300	55600	41400	
Lower Decile	29950	31100	31700	31900	33700	36100	36700	34850	36900	39500	42050	46150	45500	48000	50500	50800	51750	48450	36300	
Mean	33350	35800	36300	37650	38150	40750	43500	44150	45200	48350	52750	57650	59950	62200	65050	67050	68250	64800	52850	
Supporting Data																				
Total Number	106	357	244	237	390	329	378	243	298	1299	747	702	640	458	435	407	380	843	8493	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	1	1	0	2	6	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

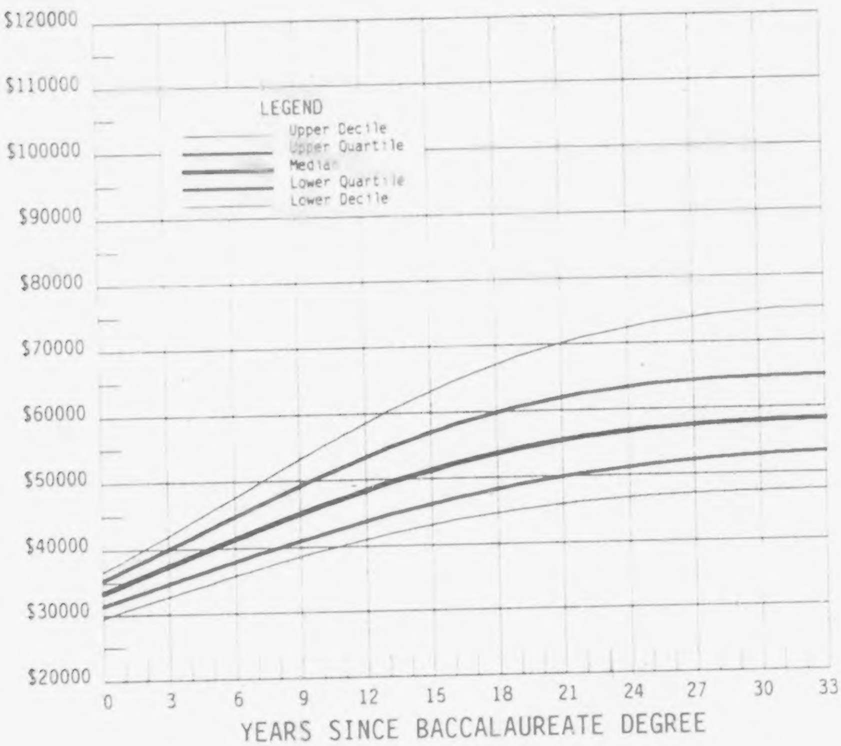
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53500	56700	59950	66550	76250	84900	91750	96450	99000	99900	99700	97750	91350	2.2
Upper Quartile	0	0	0	0	0	0	47850	50350	52850	57850	65000	71300	76300	79800	81950	82950	83200	82500	75600	2.2
Median	0	0	0	0	0	0	44400	46300	48200	51950	57250	61950	65750	68650	70600	71850	72500	72900	63200	2.2
Lower Quartile	0	0	0	0	0	0	42250	43900	45550	48700	53000	56650	59450	61450	62700	63400	63700	63600	54750	2.2
Lower Decile	0	0	0	0	0	0	40400	41900	43400	46250	50100	53200	55500	57050	57900	58300	58350	57950	49150	2.2
Mean	0	0	0	0	0	0	46150	48300	50500	54800	60850	66050	70150	73050	74800	75700	75950	75500	67250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62050	59200	58750	63500	72450	97300	88100	93700	89050	102950	110900	96450	91350	
Upper Quartile	0	0	0	0	0	0	49800	52150	50300	58650	62800	73500	72650	81500	82850	83350	87400	81150	75600	
Median	0	0	0	0	0	0	48700	47950	48050	54000	55350	58350	64350	72250	73950	74000	73700	71450	63200	
Lower Quartile	0	0	0	0	0	0	47600	44850	43450	50200	52000	54800	56350	62500	65100	66700	68350	61450	54750	
Lower Decile	0	0	0	0	0	0	43750	39700	41250	47750	49750	53400	53800	54100	57500	59700	61500	57750	49150	
Mean	0	0	0	0	0	0	51250	49050	48100	55350	59050	66850	67950	73600	73850	77350	79800	74550	67250	
Supporting Data																				
Total Number	1	7	6	13	10	11	58	26	21	232	215	251	248	149	157	149	144	285	1982	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	1	1	0	2	6	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38300	40100	41950	43850	45700	47600	49500	51400	55050	60200	64650	68300	71100	73000	74250	74950	75500	63000	2.2
Upper Quartile	35300	36850	38400	40000	41600	43150	44750	46300	47800	50750	54700	58050	60650	62500	63750	64450	64800	64950	55050	2.2
Median	33350	34700	36050	37400	38700	40050	41350	42650	43900	46300	49500	52250	54350	55950	57050	57750	58100	58400	46950	2.2
Lower Quartile	31400	32500	33600	34700	35800	36850	37950	38950	40000	41950	44650	46950	48900	50450	51600	52450	53050	53750	39650	2.2
Lower Decile	29550	30600	31650	32700	33750	34750	35750	36700	37650	39450	41750	43650	45100	46150	46850	47250	47450	47600	35250	2.2
Mean	33450	34800	36150	37550	38900	40300	41650	43000	44300	46800	50250	53200	55600	57400	58700	59550	60100	60600	48450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39300	40400	43150	40900	43850	48400	52200	55050	55550	61600	61350	66900	67750	71500	77800	81750	74550	63000	
Upper Quartile	33900	37400	39250	41050	39800	42950	43850	48350	51500	50700	54600	56100	59600	62100	65650	66000	65200	64600	55050	
Median	31900	35800	35850	36400	37950	41450	42050	43300	42950	46400	49300	52000	54000	54200	58950	59050	57400	58400	46950	
Lower Quartile	30700	33250	33100	34050	35550	37900	38950	38300	39250	41750	44600	48050	47200	50600	53600	52200	53800	53250	39650	
Lower Decile	30000	31050	31650	31750	33600	36150	36400	34600	36850	39150	41300	44400	44650	47000	49250	50000	49150	45350	35250	
Mean	33350	35600	36100	37350	37800	40700	42100	43550	44950	46800	50200	52550	54900	56750	60050	61150	61250	59800	48450	
Supporting Data																				
Total Number	105	350	238	225	380	317	321	217	277	1067	532	452	392	309	278	258	236	557	6511	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36050	37900	39800	41800	43750	45800	47850	49900	51950	56000	61700	66800	70950	74150	76350	77750	78550	79100	66450	2.2
Upper Quartile	35000	36600	38200	39650	41550	43200	44850	46550	48200	51400	55850	59750	62900	65350	67050	68200	68900	69500	55800	2.2
Median	32950	34300	35650	37050	38450	39800	41200	42550	43900	46450	50000	53050	55550	57450	58850	59800	60400	60950	47500	2.2
Lower Quartile	31200	32350	33450	34550	35700	36800	37900	38950	40000	42050	44900	47350	49450	51100	52400	53350	54000	54850	39550	2.2
Lower Decile	29750	30750	31700	32650	33600	34550	35500	36450	37350	39100	41600	43800	45650	47150	48300	49150	49700	50250	34900	3.4
Mean	33100	34500	35900	37350	38800	40250	41700	43100	44550	47300	51100	54450	57250	59450	61100	62250	63000	63850	49500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35450	38750	40250	43100	40700	43750	49700	52050	54000	56700	63150	63050	68700	74750	80450	79950	77750	78750	66450	
Upper Quartile	[illegible]	37300	38100	41000	39600	42850	47000	46950	47750	52600	55100	55900	62650	66800	69900	71850	68300	68550	55800	
Median	31700	35800	34400	35750	37750	41400	42300	42600	41150	46950	49950	52950	54350	57200	60400	63300	59250	60300	47500	
Lower Quartile	30600	[illegible]	32650	33600	35400	37750	38950	37800	[illegible]	42400	44850	48200	47400	50350	53850	56300	54250	54000	39550	
Lower Decile	29650	31000	31300	31550	33550	36150	36450	34450	36450	[illegible]	41600	44450	44700	46500	49000	50900	50200	49500	34900	
Mean	32400	35400	35300	36850	37800	40500	43150	42950	43300	47800	51250	53300	56400	59450	62850	64900	62950	62950	49500	
Supporting Data																				
Total Number	94	339	181	206	344	279	267	176	213	928	522	434	408	246	229	225	242	459	5791	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53550	56200	58850	64150	71750	78400	83650	87450	89800	90950	91350	90850	83050	2.2
Upper Quartile	0	0	0	0	0	0	47650	[illegible]	51850	56100	62200	67550	71900	75200	77400	78750	79400	79650	72750	2.2
Median	0	0	0	0	0	0	44800	46600	48350	51900	56900	61300	64950	67800	69900	71250	72100	72900	61800	2.2
Lower Quartile	0	0	0	0	0	0	42850	44250	45650	48350	52100	55400	58150	60400	52100	63350	64200	65200	52600	2.2
Lower Decile	0	0	0	0	0	0	40750	42100	43450	46050	49500	52300	54400	55850	56750	57250	57400	57250	47450	2.2
Mean	0	0	0	0	0	0	46250	[illegible]	50050	53750	58950	63500	67150	69950	71850	73050	73700	74100	63950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59850	59750	58300	63550	71750	78100	82700	81300	88150	86300	103300	91750	83050	
Upper Quartile	0	0	0	0	0	0	49700	52800	49900	56600	62850	66700	67950	74800	81200	78800	79250	80550	72750	
Median	0	0	0	0	0	0	48600	48150	47950	53600	55900	55450	54800	68900	72400	71600	71300	73650	61800	
Lower Quartile	0	0	0	0	0	0	47550	44600	43400	51300	51200	53750	54800	57600	63150	64350	66600	66500	52600	
Lower Decile	0	0	0	0	0	0	43050	39200	41200	49950	48500	51350	53250	51100	56300	57900	59700	58600	47450	
Mean	0	0	0	0	0	0	50300	49250	47800	55350	58750	61000	65150	68050	72300	72600	76000	75450	63950	
Supporting Data																				
Total Number	1	5	4	9	8	9	53	22	21	137	141	92	139	86	82	85	79	126	1100	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36150	37900	39700	41550	43350	45200	47000	48800	50550	53950	58400	62050	64650	66350	67250	67550	67500	66850	59600	2.2
Upper Quartile	35150	36600	38050	39500	40950	42400	43800	45200	46600	49250	52800	55750	58150	59850	61050	61800	62200	62500	53150	2.2
Median	33200	34450	35700	36950	38200	39400	40600	41800	42950	45150	48150	50650	52700	54200	55300	56000	56450	56900	44600	2.2
Lower Quartile	31350	32400	33400	34450	35500	36500	37500	38500	39450	41350	43950	46200	48150	49750	51000	51950	52650	53600	38350	2.2
Lower Decile	29700	30700	31650	32600	33550	34500	35400	36300	37200	38900	41200	43150	44800	46100	47100	47800	48300	48950	34250	2.2
Mean	33250	34550	35850	37100	38400	39700	40950	42200	43400	45700	48850	51550	53650	55300	56450	57250	57700	58150	46100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35450	38650	39900	42950	40600	43750	46850	51050	53550	55550	58150	59300	61750	66000	68850	73200	65550	67150	59600	
Upper Quartile	33550	37250	37700	40750	39500	42900	43500	46050	47050	49900	52100	55150	55750	60500	63000	65500	60650	62450	53150	
Median	31700	35700	34300	35700	37650	41400	41500	42000	40700	45900	47500	50450	51400	53500	55850	59450	55450	56900	44600	
Lower Quartile	30600	33100	32600	33600	35350	37800	38100	37150	38500	41550	43700	47650	46000	48700	52450	53650	53250	53050	38350	
Lower Decile	29750	31000	31250	31450	33450	36250	36100	34150	36400	39000	41100	43850	44200	45100	48250	49000	47900	48700	34250	
Mean	32450	35350	35050	36750	37450	40550	41400	42100	42800	46500	48400	51200	51900	54850	57550	60250	56650	58200	46100	
Supporting Data																				
Total Number	94	333	176	197	336	270	214	154	192	790	380	342	269	160	147	140	163	332	4691	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40350	42900	45500	48200	51000	53800	56650	62350	70450	77400	82650	86050	87750	88150	87750	85850	78850	2.2
Upper Quartile	0	0	38500	40550	42600	44650	46750	48850	50950	55050	60650	65300	68850	71200	72550	73050	73050	72300	63300	2.2
Median	0	0	37200	38900	40600	42300	43950	45600	47250	50300	54400	57650	59950	61400	62150	62350	62200	61500	55150	2.2
Lower Quartile	0	0	35400	36750	38150	39500	40850	42150	43450	45850	49100	51750	53750	55150	56000	56500	56700	56650	47150	2.2
Lower Decile	0	0	32500	34050	35600	37100	38550	39950	41300	43700	46500	48200	48900	48800	48200	47300	46350	44550	40300	2.2
Mean	0	0	37000	38850	40700	42600	44500	46400	48200	51800	56600	60500	63350	65150	66050	66300	66150	65300	57700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40850	56450	45900	45950	49800	52500	55550	59050	65700	97250	79200	89550	83650	84150	100200	83100	78850	
Upper Quartile	0	0	40300	43850	43350	43300	45550	50350	54600	52650	59750	67550	69600	71650	72950	73800	82800	69500	63300	
Median	0	0	39450	40450	40400	41500	42950	47200	53000	48850	54700	57650	59850	59350	63450	60950	71250	60350	55150	
Lower Quartile	0	0	38550	38600	38400	38400	41400	42550	44350	43400	50600	54100	56700	51950	56300	51950	61300	56900	47150	
Lower Decile	0	0	38000	37100	36400	35100	37700	36850	41500	40100	45250	50750	53050	50400	51950	50400	54600	40400	40300	
Mean	0	0	39200	42700	40650	41150	44100	46500	49900	49400	55250	64850	65350	64400	65500	64800	74150	63450	57700	
Supporting Data																				
Total Number	9	17	64	31	45	45	106	61	84	353	196	242	198	172	154	132	92	304	2306	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	0	0	0	0	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65100	75800	85450	92950	97900	100250	100650	99850	96650	96350	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61450	70650	78250	83400	86000	86350	85300	83550	79450	76650	2.2
Median	0	0	0	0	0	0	0	0	0	52450	57900	62350	65500	67400	68250	68300	67900	66500	62550	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48300	53200	57200	60150	62050	63000	63300	63200	62300	56800	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47150	51600	55200	57700	59150	59800	59800	59500	58350	53250	2.2
Mean	0	0	0	0	0	0	0	0	0	55050	61900	67600	71800	74350	75500	75600	75100	73250	68950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	62050	66150	98250	91000	103450	87950	103800	112100	93450	96350	
Upper Quartile	0	0	0	0	0	0	0	0	0	58850	60750	95300	73750	91550	82350	83800	96200	76900	76650	
Median	0	0	0	0	0	0	0	0	0	56500	55050	59200	61550	79500	73350	74300	75300	63100	62550	
Lower Quartile	0	0	0	0	0	0	0	0	0	48600	53750	55800	57900	67100	64900	68700	68850	59650	56800	
Lower Decile	0	0	0	0	0	0	0	0	0	47500	53000	54050	56300	61900	59600	61550	62550	57400	53250	
Mean	0	0	0	0	0	0	0	0	0	55100	57100	70300	69650	80750	73300	78600	81100	70950	68950	
Supporting Data																				
Total Number	0	0	2	4	2	0	5	4	0	93	68	155	103	48	54	45	48	139	770	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	0	0	0	0	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41000	42950	44950	46950	48950	50950	52900	56750	62100	66650	70200	72750	74350	75250	75650	75550	65800	2.2
Upper Quartile	0	0	39100	40850	42650	44450	46250	48000	49700	52950	57250	60650	63050	64550	65250	65450	65300	64500	58200	2.2
Median	0	0	37700	39250	40800	42350	43850	45300	46700	49300	52600	55050	56700	57600	57900	57800	57500	56600	51050	2.2
Lower Quartile	0	0	35200	36650	38050	39400	40750	42000	43200	45400	47950	49650	50550	50750	50500	49950	49300	48000	42800	2.2
Lower Decile	0	0	33300	34550	35750	36950	38050	39150	40150	41950	44050	45450	46150	46300	46100	45700	45200	44150	39150	2.2
Mean	0	0	37450	39050	40650	42200	43750	45300	46750	49500	53100	55850	57750	58900	59400	59450	59300	58550	52050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40750	49050	45650	45650	48850	52550	55550	54250	65500	63150	75050	69950	74850	75200	86250	73950	65800	
Upper Quartile	0	0	40250	42450	42950	43250	44850	50250	54600	51150	59400	59100	64500	61900	65800	62500	78700	63900	58200	
Median	0	0	39400	40000	40200	41450	42800	47250	52950	47850	53950	54050	58700	53300	60650	52750	62800	58050	51050	
Lower Quartile	0	0	38500	38400	38300	38350	41350	42100	44300	42050	48500	50700	54400	51250	54500	51100	56200	44650	42800	
Lower Decile	0	0	38000	36950	36300	35050	37550	36400	41450	39500	42700	45900	48800	50100	49950	50100	53300	39300	39150	
Mean	0	0	39150	41550	40450	41050	43250	46400	49850	47350	54250	55150	60700	57950	61250	57650	66700	57150	52050	
Supporting Data																				
Total Number	9	17	62	28	44	45	101	57	83	260	127	88	95	123	100	87	44	166	1536	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

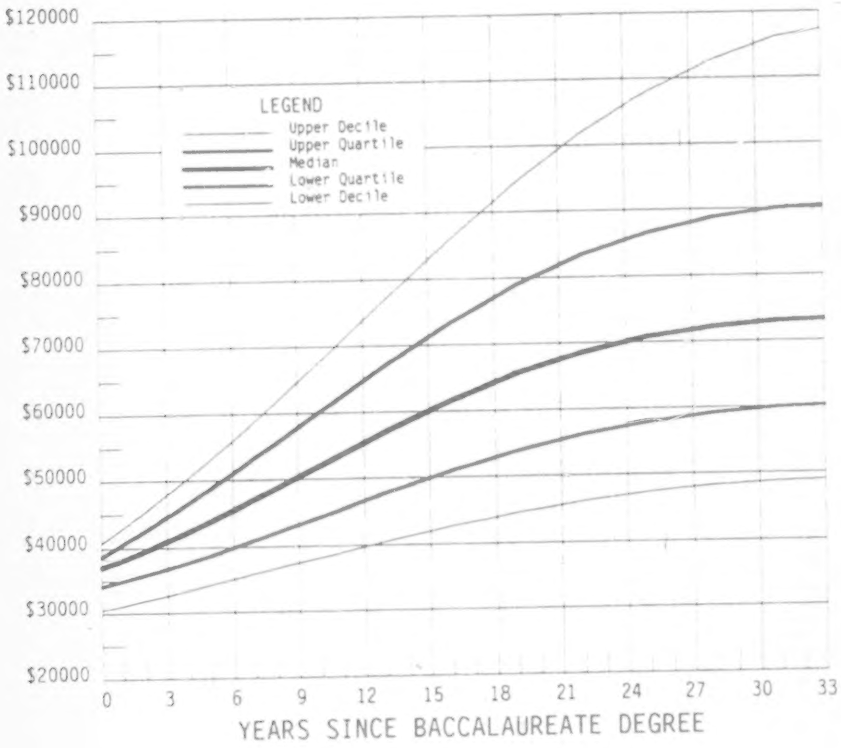
1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	62200	70950	80500	90300	99550	107150	111800	112700	97550	98250	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	54800	61550	68800	76150	83200	89200	93450	95350	87800	84200	1.2
Median	0	0	0	0	0	0	0	0	0	49200	54400	59900	65400	70650	75200	78700	80650	77450	69750	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	46200	50300	54500	58600	62450	65700	68200	69700	68050	59450	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	43100	46500	49900	53200	56200	58800	60700	61900	60800	52250	1.2
Mean	0	0	0	0	0	0	0	0	0	51750	57350	63250	69100	74550	79200	82500	84100	79050	73350	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	63800	81500	83200	100700	92300	88500	116550	115250	99900	98250	
Upper Quartile	0	0	0	0	0	0	0	0	0	58800	6700[illegible]	71200	75900	74550	82400	102950	93900	88700	84200	
Median	0	0	0	0	0	0	0	0	0	54250	55800	[illegible]500	66750	67500	72700	77800	80350	78650	69750	
Lower Quartile	0	0	0	0	0	0	0	0	0	51150	51800	56000	57500	61950	64550	65000	69100	69500	59450	
Lower Decile	0	0	0	0	0	0	0	0	0	44700	50600	50400	52700	54550	57300	60350	60450	61900	52250	
Mean	0	0	0	0	0	0	0	0	0	55000	62750	64150	71250	69950	73400	83200	84250	80500	73350	
Supporting Data																				
Total Number	2	2	0	0	0	4	6	6	1	19	30	26	34	39	52	49	46	80	396	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, PHD

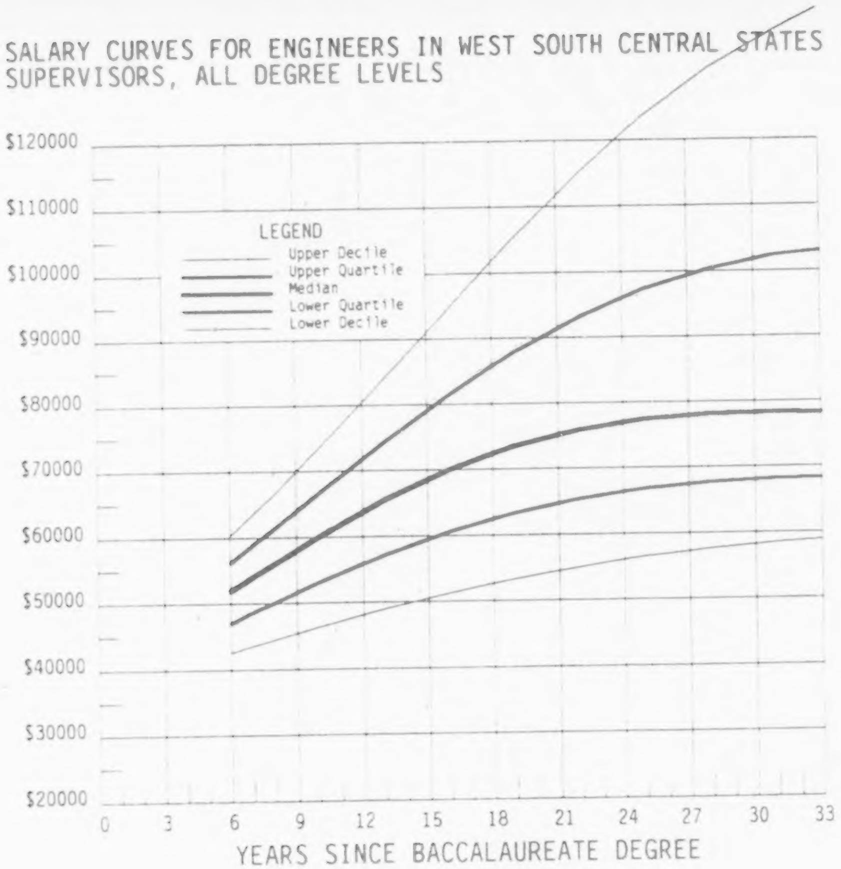
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	57200	63850	70950	78200	85150	91250	95750	98200	92800	88550	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	52700	58300	64100	70000	75650	80650	84550	86900	84350	75150	1.2
Median	0	0	0	0	0	0	0	0	0	48450	53000	57600	62200	66400	70050	72750	74350	72050	64650	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	46050	49550	53050	56450	59650	62450	64700	66300	66400	56150	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	43100	46300	49400	52200	54650	56650	58050	58900	58550	51150	1.4
Mean	0	0	0	0	0	0	0	0	0	49850	54600	59450	64250	68700	72550	75500	77200	74900	67400	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	60950	66450	83850	74750	70900	80000	110800	104300	92600	88550	
Upper Quartile	0	0	0	0	0	0	0	0	0	56450	59450	71600	70050	67200	76450	82750	90450	85450	75150	
Median	0	0	0	0	0	0	0	0	0	53750	53150	59450	62750	63850	68700	66950	77100	73150	64650	
Lower Quartile	0	0	0	0	0	0	0	0	0	50850	51450	56300	56100	55750	60250	62550	65350	68050	56150	
Lower Decile	0	0	0	0	0	0	0	0	0	43900	50450	49850	52150	53800	54600	58700	53400	60800	51150	
Mean	0	0	0	0	0	0	0	0	0	53450	56600	63550	64350	62850	68050	75450	78650	75950	67400	
Supporting Data																				
Total Number	2	0	0	0	0	3	6	6	1	17	25	22	28	25	32	30	29	60	285	
$125,000 or More	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES

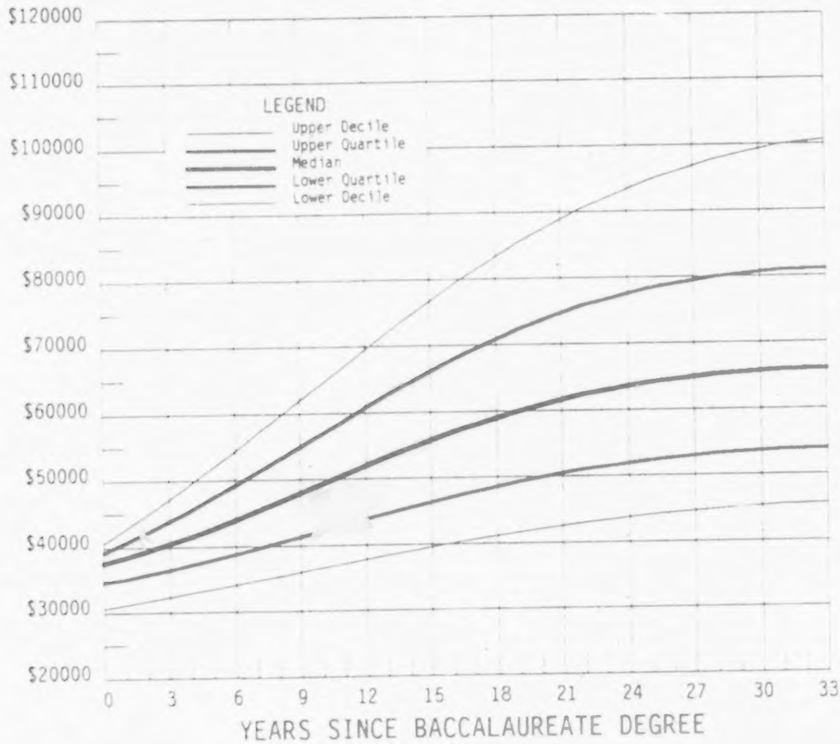
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40700	42950	45350	47850	50450	53100	55900	58750	61650	67650	76850	85850	94300	101750	107900	112700	116200	120750	83650	2.2
Upper Quartile	38650	40550	42500	44550	46650	48800	51000	53250	55550	60150	66950	73300	78850	83300	86550	88800	90100	91100	68200	4.0
Median	37000	38200	39500	40900	42350	43850	45450	47050	48700	52050	57000	61600	65550	68600	70800	72250	73050	73650	54250	4.2
Lower Quartile	34150	34950	35850	36750	37750	38750	39850	40900	42050	44300	47750	50950	53850	56200	57950	59200	59950	60600	43000	3.8
Lower Decile	30500	31200	31950	32700	33500	34250	35050	35850	36650	38200	40500	42600	44500	46050	47300	48200	48800	49400	37350	3.4
Mean	36400	37750	39200	40700	42300	43900	45600	47350	49100	52700	58200	63500	68250	72200	75300	77450	78800	79900	58500	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	42700	43550	45350	46950	48700	51700	54600	58050	60750	69550	79000	85350	91050	99600	106900	114650	117250	121100	83650	
Upper Quartile	40500	40850	43050	43950	44600	46900	48900	52200	54150	62450	69700	73250	78600	83400	84500	87000	86450	90000	68200	
Median	38700	39150	40200	40400	40050	41850	43450	45950	46700	54400	59650	62200	65200	69100	69600	69050	70300	71950	54250	
Lower Quartile	36000	36800	35600	35600	35050	38100	38900	39850	40400	46250	48950	51850	53250	56300	55350	59450	58050	60100	43000	
Lower Decile	32650	33800	28500	33350	31550	34500	34950	35950	33400	39850	41700	43650	42500	44450	43550	51400	49600	50250	37350	
Mean	38250	38850	38950	40200	40200	42550	44300	46400	47450	54750	60150	63800	67150	71850	73300	76900	76900	79350	58500	
Supporting Data																				
Total Number	143	216	302	339	325	376	424	429	465	1488	1133	827	698	580	493	462	367	509	9577	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	3	7	17	21	27	27	42	149	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	



1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	60200	63300	66550	73250	83800	94550	105100	114900	123550	130800	136500	144900	103900	2.2
Upper Quartile	0	0	0	0	0	0	56150	58700	61300	66500	74200	81400	87750	93100	97250	100300	102400	104850	81850	2.2
Median	0	0	0	0	0	0	51850	53950	56000	60000	65450	70000	73450	75900	77350	78050	78300	77950	68200	2.2
Lower Quartile	0	0	0	0	0	0	46950	48550	50100	53100	57150	60600	63350	65400	66800	67650	68150	68500	58050	2.2
Lower Decile	0	0	0	0	0	0	42550	43550	44500	46350	48950	51250	53300	55000	56450	57550	58450	59700	50700	2.2
Mean	0	0	0	0	0	0	51750	53950	56150	60550	66900	72700	77700	81800	84950	87200	88700	90400	73800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	63100	62650	67850	74750	84450	93350	97300	118600	124600	128250	141600	149700	103900	
Upper Quartile	0	0	0	0	0	0	57950	58650	62400	67300	76500	79850	83350	93900	95450	95300	103850	114650	81850	
Median	0	0	0	0	0	0	53700	54950	56950	59900	66300	68500	72350	77800	80450	72150	79050	81600	68200	
Lower Quartile	0	0	0	0	0	0	48100	49650	51750	53600	57750	60200	60200	66550	68500	64350	68100	72450	58050	
Lower Decile	0	0	0	0	0	0	44350	46950	46050	50050	48200	51950	43900	57950	59000	57600	59300	63500	50700	
Mean	0	0	0	0	0	0	53850	54650	57300	61250	67550	71800	73650	83700	86350	83900	89500	94750	73800	
Supporting Data																				
Total Number	1	1	4	9	12	23	50	64	80	418	414	339	303	236	203	236	150	184	2729	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	7	16	20	25	22	36	134	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40600	42750	44950	47200	49550	51950	54400	56900	59400	64500	72000	79050	85350	90600	94750	97800	99950	102450	73900	2.2
Upper Quartile	39200	40650	42250	43900	45600	47400	49200	51100	53000	56850	62600	67850	72300	75850	78350	79950	80900	81550	60900	4.2
Median	37600	38450	39400	40450	41550	42750	44000	45300	46600	49250	53250	56900	60000	62450	64150	65250	65900	66350	48150	4.2
Lower Quartile	34650	35200	35850	36500	37250	38000	38800	39600	40450	42200	44800	47200	49300	51050	52350	53250	53800	54250	40600	3.8
Lower Decile	30650	31200	31750	32350	32900	33500	34100	34750	35350	36600	38400	40100	41650	43000	44050	44850	45450	46050	35900	3.2
Mean	36900	37900	39050	40250	41500	42800	44200	45600	47050	50000	54400	58600	62200	65150	67350	68800	69650	70350	52400	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	42600	43550	45300	46800	48400	50600	52050	55750	57850	66950	73850	78400	85750	89450	92650	97450	97500	103650	73900	
Upper Quartile	40500	40850	43050	43850	44250	46200	47050	49800	50650	59850	65200	67550	73000	74850	75000	79350	76900	80550	60900	
Median	38700	39150	40200	40300	39850	41450	42550	44150	45150	51600	55100	56700	60600	62400	60650	65700	63450	65050	48150	
Lower Quartile	36000	36800	35700	35600	34900	37850	38400	39050	39200	44150	45700	47000	49050	49050	48400	54800	53750	56100	40600	
Lower Decile	32650	33800	28200	33300	31450	34250	34450	35300	31850	38400	38900	40400	41100	40200	41950	46550	46100	47550	35900	
Mean	38150	38850	38950	40050	39900	42050	43050	44950	45400	52200	55900	58200	62200	63750	64150	69500	68200	70700	52400	
Supporting Data																				
Total Number	142	214	297	329	314	353	374	365	384	1070	719	488	395	344	290	225	218	325	6848	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	4	6	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40550	42850	45250	47800	50400	53050	55850	58700	61600	67550	76550	85250	93200	99950	105400	109450	112250	115600	80400	2.2
Upper Quartile	38700	40500	42400	44400	46450	48550	50750	53000	55250	59800	66500	72550	77600	81450	84100	85750	86650	87250	66200	4.4
Median	36900	38100	39400	40750	42150	43650	45150	46700	48300	51500	56250	60600	64250	67150	69150	70500	71250	71750	52250	4.2
Lower Quartile	34300	35000	35800	36650	37550	38500	39500	40550	41600	43750	47000	50050	52800	55056	56750	57950	58700	59300	42000	3.8
Lower Decile	30600	31200	31800	32450	33150	33850	34600	35350	36100	37650	39900	42050	43950	45500	46750	47600	48150	48650	36700	3.6
Mean	36250	37650	39100	40600	42200	43800	45450	47150	48850	52350	57600	62600	67000	70700	73500	75450	76700	77700	56600	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	42550	43400	45200	46700	48950	51450	54200	57750	60800	69700	79300	84900	88800	97000	102600	111850	108250	121000	80400	
Upper Quartile	40450	40750	42950	43700	44750	46550	48450	51700	53600	62550	69550	72400	76700	81400	82350	83400	82100	84700	66200	
Median	38650	39100	40050	39800	40350	41350	43150	45350	46050	54200	58850	61050	63150	67800	68100	67650	68200	68900	52250	
Lower Quartile	35950	36750	35350	35350	36100	37650	38500	39400	39700	45850	47900	51100	50650	54750	55500	59650	56500	58250	42000	
Lower Decile	32600	33750	28000	33150	33000	33950	34500	35500	31900	39400	40950	42850	41850	43100	47050	49500	47700	48800	36700	
Mean	38150	38750	38800	39850	40700	42150	43950	46000	46900	54650	59650	62900	65200	70250	72300	75050	73300	77100	56600	
Supporting Data																				
Total Number	140	211	292	311	268	328	373	371	402	1328	968	683	550	452	330	310	245	369	7932	
$125,000 or More	0	0	0	0	0	0	0	0	0	2	3	3	6	13	15	18	12	32	103	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	60300	63350	66500	73050	83250	93600	103600	112850	120900	127600	132850	140450	97000	2.2
Upper Quartile	0	0	0	0	0	0	56300	58800	61350	66400	73750	80550	86450	91200	94850	97450	99200	101050	79650	2.2
Median	0	0	0	0	0	0	51850	53850	55850	59700	64950	69300	72650	74950	76350	77100	77300	77050	66800	2.2
Lower Quartile	0	0	0	0	0	0	46850	48350	49850	52700	56550	59850	62450	64400	65750	66650	67150	67550	57050	2.2
Lower Decile	0	0	0	0	0	0	42600	43550	44500	46300	48750	50950	52850	54450	55700	56750	57500	58600	50100	2.2
Mean	0	0	0	0	0	0	51800	53900	56050	60300	66400	71950	76700	80550	83450	85550	86950	88500	71750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	63400	62700	67950	74550	84150	92800	93650	116600	123700	130150	126950	150550	97000	
Upper Quartile	0	0	0	0	0	0	58350	58700	62550	67250	76200	78950	82050	90850	91350	94900	94900	115750	79650	
Median	0	0	0	0	0	0	53550	54950	57050	59850	65800	67850	70650	76500	78450	72550	76750	81350	66800	
Lower Quartile	0	0	0	0	0	0	47900	49700	51600	53300	57100	59200	58550	66050	66450	65550	66550	70950	57050	
Lower Decile	0	0	0	0	0	0	44350	47050	45950	50000	47350	51800	43500	57600	57000	60350	57750	61600	50100	
Mean	0	0	0	0	0	0	53900	54650	57350	61100	67050	71150	71850	82250	84200	84400	84950	94350	71750	
Supporting Data																				
Total Number	1	1	4	9	11	22	47	64	78	401	379	301	262	197	153	157	109	135	2334	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	3	3	6	13	15	18	11	28	96	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40350	42500	44700	47000	49350	51750	54150	56600	59050	63900	70850	77050	82200	86150	88950	90700	91700	92350	70350	2.2
Upper Quartile	39150	40600	42150	43750	45400	47150	48900	50700	52500	56100	61300	65900	69650	72500	74450	75650	76300	76750	58050	4.4
Median	37600	38400	39300	40250	41250	42350	43500	44700	45900	48300	51900	55150	57900	60050	61550	62500	63050	63450	46300	4.2
Lower Quartile	34700	35250	35850	36450	37100	37750	38450	39150	39850	41350	43500	45600	47450	49050	50300	51250	51850	52450	39650	3.4
Lower Decile	30700	31200	31750	32250	32800	33350	33900	34450	35000	36100	37700	39200	40550	41700	42650	43450	44000	44600	35200	3.0
Mean	35800	37850	38950	40100	41300	42550	43850	45200	46500	49250	53200	56900	60000	62550	64350	65600	66300	66850	50250	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	42450	43400	45200	46500	48650	50100	51300	54350	56500	66950	73900	75750	82900	85850	84000	89850	87950	94250	70350	
Upper Quartile	40450	40750	42950	43600	44350	45650	46700	49150	49300	59800	64300	65600	67850	72000	71700	74150	73100	74450	58050	
Median	38650	39050	40050	39700	40150	40850	42100	43400	44200	50950	53750	54500	57100	59500	59100	62800	60450	62500	46300	
Lower Quartile	36000	36700	35400	35350	36050	37400	38000	38550	38400	43350	44000	45650	45300	46550	49700	52200	52100	54050	39650	
Lower Decile	32600	33700	27950	33150	32950	33700	34000	34900	31500	37900	38000	39500	39450	38750	42050	44950	43750	46250	35200	
Mean	38050	38750	38800	39700	40400	41550	42550	44200	44350	51800	54900	56400	59200	60950	62050	65400	63950	67150	50250	
Supporting Data																				
Total Number	139	210	288	302	257	306	326	307	324	927	589	381	288	255	177	153	136	234	5598	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	4	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	46950	49400	51950	54650	57400	60250	66200	75550	85050	94100	102200	108850	113800	117100	120100	92800	3.6
Upper Quartile	0	0	0	44250	46350	48500	50700	52950	55250	59950	66950	73600	79450	84200	87750	90150	91550	92650	75050	4.0
Median	0	0	0	40450	42200	44000	45800	47650	49450	53100	58250	62900	66750	69700	71750	73100	73850	74350	60300	4.2
Lower Quartile	0	0	0	36900	38450	39950	41450	42950	44350	47100	50800	53800	56000	57500	58400	58800	58900	58600	48100	2.2
Lower Decile	0	0	0	34850	36000	37200	38300	39400	40500	42500	45150	47300	48950	50100	50800	51200	51400	51400	41950	2.2
Mean	0	0	0	40600	42400	44250	46150	48050	50000	53900	59750	65100	69800	73550	76350	78200	79350	80150	64700	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	46600	46650	49650	53450	55050	58550	68600	78250	86600	96300	106250	106850	109300	117250	115050	92800	
Upper Quartile	0	0	0	46450	43800	47150	49000	49800	53950	60800	71100	76150	82850	87100	85600	86400	86450	91400	75050	
Median	0	0	0	43250	36150	43850	43900	47250	49400	54350	62300	65400	69950	71400	68900	68300	70850	74700	60300	
Lower Quartile	0	0	0	41400	31000	40900	41250	41900	44850	47900	53800	57500	60550	58800	46800	58350	60000	65450	48100	
Lower Decile	0	0	0	38850	30400	38500	38600	38800	40600	44300	47350	47050	52500	48600	42100	56100	51400	54900	41950	
Mean	1	0	0	43500	37400	44050	45150	46500	49550	55200	63100	67050	72900	75050	71450	75450	77950	80750	64700	
Supporting Data																				
Total Number	1	4	10	28	57	42	44	47	53	129	138	118	112	100	134	117	88	108	1330	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	3	4	5	6	5	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	76900	88000	98400	107550	115200	121200	125650	128750	132350	116850	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	71550	79800	86400	91350	94750	96950	98250	99050	99750	90100	3.0
Median	0	0	0	0	0	0	0	0	0	65950	71150	74450	76200	76950	77150	77050	76900	76650	75750	3.2
Lower Quartile	0	0	0	0	0	0	0	0	0	60000	63550	65600	66600	67000	67150	67150	67150	67100	64950	3.8
Lower Decile	0	0	0	0	0	0	0	0	0	56700	59600	61250	62050	62450	62700	62750	62800	62850	57550	4.8
Mean	0	0	0	0	0	0	0	0	0	65750	72400	77550	81250	83750	85350	86300	86900	87400	81900	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	78900	87900	94050	111250	123000	123100	113050	148250	135500	116850	
Upper Quartile	0	0	0	0	0	0	0	0	0	69600	78800	84750	93850	104400	104450	87300	113200	98050	90100	
Median	0	0	0	0	0	0	0	0	0	61400	72500	72750	79200	84250	83250	67700	82650	79350	75750	
Lower Quartile	0	0	0	0	0	0	0	0	0	57950	63950	65950	68700	66700	75000	58150	71400	73400	64950	
Lower Decile	0	0	0	0	0	0	0	0	0	56200	59000	62700	64450	58250	67800	56750	64050	69950	57550	
Mean	0	0	0	0	0	0	0	0	0	64250	72750	75850	83850	88600	91250	76600	94400	90900	81900	
Supporting Data																				
Total Number	0	0	0	0	0	0	3	1	2	16	35	34	34	31	41	65	29	38	331	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	3	4	4	5	5	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	46750	49000	51350	53800	56300	58900	64250	72450	80450	87850	94150	99100	102600	104800	106600	83100	3.8
Upper Quartile	0	0	0	43750	45800	47900	50000	52100	54200	58400	64450	69800	74400	77950	80600	82400	83500	84550	68250	2.2
Median	0	0	0	39700	41550	43350	45150	46950	48750	52150	56800	60600	63500	65450	66600	67100	67200	66750	55250	2.2
Lower Quartile	0	0	0	36650	38050	39500	40850	42250	43550	46000	49150	51600	53300	54300	54750	54800	54650	54000	45450	2.2
Lower Decile	0	0	0	34800	35900	36950	38000	39000	39950	41700	44000	45750	47000	47800	48200	48400	48400	48200	41100	2.2
Mean	0	0	0	40200	42000	43800	45650	47450	49250	52800	57750	62000	65500	68100	69900	71000	71600	72000	59000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	48650	46650	49650	51950	54850	58500	67100	73850	83000	89850	93750	94550	105900	97150	108500	83100	
Upper Quartile	0	0	0	46500	43700	47050	47450	49750	53300	59150	66950	72850	77600	78200	74500	84900	77950	89150	68250	
Median	0	0	0	43300	35550	43800	43600	47250	49000	53050	59700	61850	66150	67000	59150	69000	65600	70050	55250	
Lower Quartile	0	0	0	41400	31000	40850	41150	41850	44700	47000	51150	54850	57050	55600	43150	59900	55050	59300	45450	
Lower Decile	0	0	0	38800	30400	38500	38500	38750	40450	44000	46200	44700	48700	45900	41700	50100	50400	52050	41100	
Mean	0	0	0	43550	37350	44000	44550	46400	49300	53900	59900	63450	68100	69050	62600	74050	69800	75250	59000	
Supporting Data																				
Total Number	3	4	10	27	56	42	41	46	51	113	103	84	78	69	92	52	59	70	1000	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

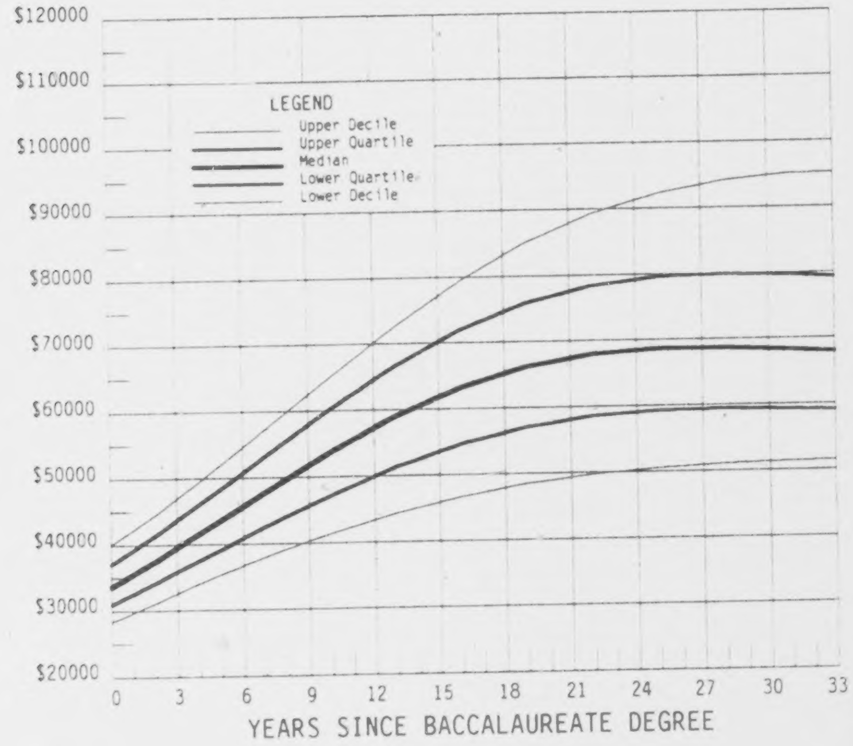
1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67150	77300	88700	101000	113450	125300	135550	143500	152600	118450	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62350	70200	78500	87150	95750	103850	111050	116900	124800	93700	2.8
Median	0	0	0	0	0	0	0	0	0	59100	65400	71550	77400	82700	87300	91100	94000	97650	73900	2.8
Lower Quartile	0	0	0	0	0	0	0	0	0	54700	59650	64150	67950	71000	73400	75100	76300	77700	61100	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	50550	54950	58700	61750	64000	65550	66550	67100	67450	55700	2.2
Mean	0	0	0	0	0	0	0	0	0	59000	65800	72600	79250	85500	91050	95750	99400	104100	81050	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	62450	0	66400	74000	90700	101500	114350	120950	137250	153750	144550	118450	
Upper Quartile	0	0	0	0	0	0	0	59750	0	62350	67500	78250	85700	96500	103400	114850	123000	117850	93700	
Median	0	0	0	0	0	0	0	58000	0	58400	64100	68600	76900	86350	89450	92450	92350	96550	73900	
Lower Quartile	0	0	0	0	0	0	0	56200	0	54600	57750	61800	66200	72450	76450	80600	71350	78000	61100	
Lower Decile	0	0	0	0	0	0	0	54100	0	50150	53500	56300	61600	63400	68100	69450	62100	70250	55700	
Mean	0	0	0	0	0	0	0	58250	0	58300	63400	71500	78800	86400	92850	98750	99500	101200	81050	
Supporting Data																				
Total Number	0	0	0	0	1	6	7	12	9	31	27	27	36	29	29	34	35	32	314	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	8	5	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66550	75350	84650	94050	103100	111150	117800	122750	128200	105100	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62300	69450	76750	83900	90750	96900	102100	106250	111550	84650	2.8
Median	0	0	0	0	0	0	0	0	0	58900	64650	70000	74850	79000	82400	85100	87150	89900	67750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54600	59100	63050	66350	68900	70800	72100	72950	73850	59200	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	50800	54800	57950	60250	61700	62450	62700	62600	62000	54550	2.2
Mean	0	0	0	0	0	0	0	0	0	58750	64850	70700	76100	80900	85000	88300	90950	94700	74500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	62450	0	66350	73150	83300	93900	102350	114350	118300	129600	122250	105100	
Upper Quartile	0	0	0	0	0	0	0	59750	0	62200	67350	75400	83150	92250	99300	103600	105500	111100	84650	
Median	0	0	0	0	0	0	0	58000	0	58350	64050	66700	74050	82300	89400	83150	81950	93050	67750	
Lower Quartile	0	0	0	0	0	0	0	56200	0	54550	57850	60900	65100	68300	75000	75050	68450	76250	59200	
Lower Decile	0	0	0	0	0	0	0	54100	0	50050	53500	55650	60800	60700	67200	63900	56250	66750	54550	
Mean	0	0	0	0	0	0	0	58250	0	58200	63300	68800	75950	80650	89250	89150	89200	94850	74500	
Supporting Data																				
Total Number	0	0	0	0	1	6	7	12	9	30	26	23	29	20	20	20	23	21	249	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

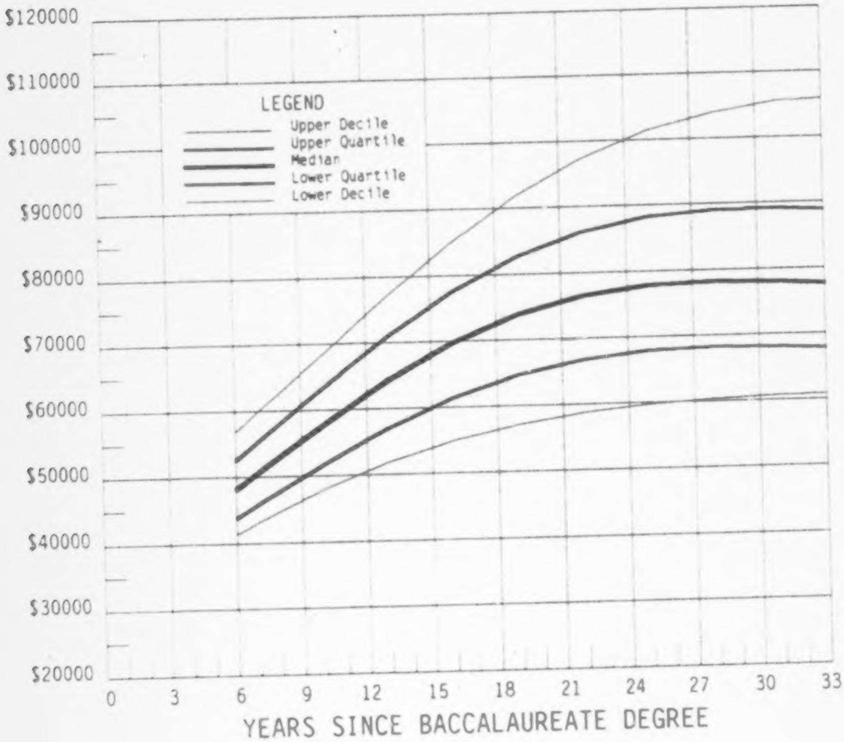
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39950	42200	44500	46900	49400	51950	54500	57100	59750	65000	72550	79350	85000	89300	92250	94100	95050	95500	77150	2.2
Upper Quartile	37000	39150	41350	43650	46000	48350	50750	53150	55550	60250	66650	72000	75900	78350	79600	79900	79650	78350	66150	2.2
Median	33600	35550	37500	39500	41550	43600	45650	47700	49750	53700	58950	63200	66200	67950	68700	68700	68300	66950	55900	2.2
Lower Quartile	30950	32550	34200	35850	37500	39150	40850	42500	44100	47200	51350	54650	57050	58500	59250	59400	59250	58450	45250	2.2
Lower Decile	28300	29750	31200	32600	34000	35350	36650	37900	39150	41400	44300	46650	48450	49700	50550	51050	51350	51550	37800	4.2
Mean	34100	35950	37850	39800	41750	43750	45750	47800	49800	53700	59050	63600	67000	69350	70700	71300	71350	70800	57200	2.2
Raw (unsmoothed) Statistics																				
Upper Decile	38200	42100	43800	46850	49500	52850	56250	59250	61150	66550	71750	75850	83350	85800	86500	98950	97000	104500	77150	
Upper Quartile	35200	38300	41500	44200	46650	49950	52200	54650	56050	61150	65900	69050	74250	76300	78150	82450	82100	82150	66150	
Median	33200	35450	37150	39150	41800	43750	46150	48350	49350	54750	59050	62050	65000	66100	67650	69550	70200	68900	55900	
Lower Quartile	31150	32200	34250	35700	37250	39600	40900	42400	43450	47400	51500	54850	56900	57900	58800	60300	59750	58350	45250	
Lower Decile	29700	29100	31150	31000	32500	36050	36750	38050	38900	41600	44900	47650	48450	48800	50900	52350	50850	48800	37800	
Mean	33450	35500	37550	39600	41800	44600	46600	48550	49850	54400	58800	62450	66150	67650	68600	73000	72600	73550	57200	
Supporting Data																				
Total Number	133	242	283	388	375	479	560	562	552	1684	1475	1074	1004	790	554	431	328	525	11439	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	4	0	6	2	19	36	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

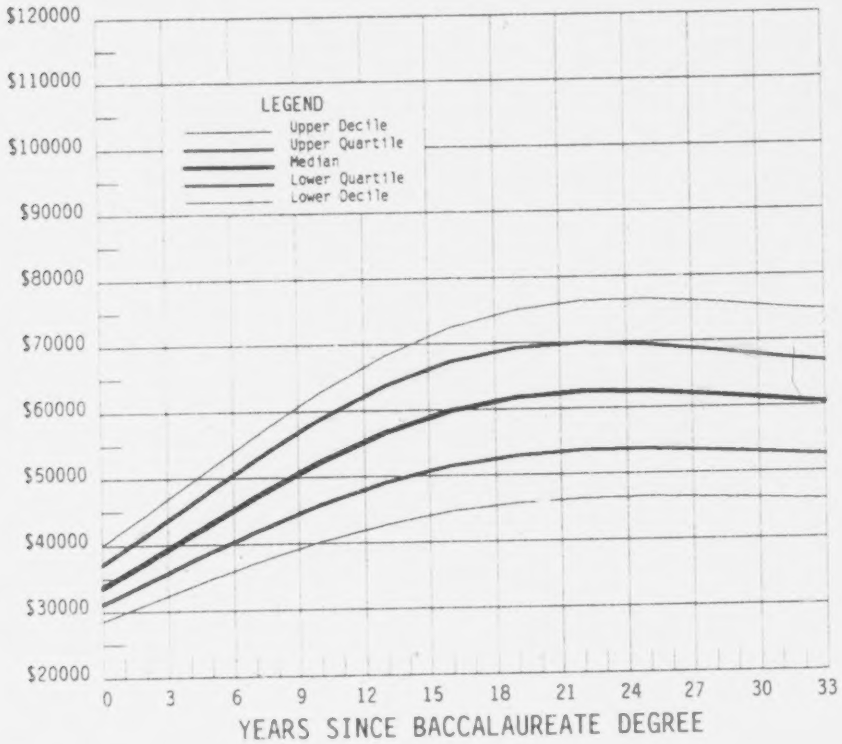
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	C	0	0	0	0	0	56800	59650	62500	68350	77000	84950	91800	97250	101250	103850	105450	106700	89500	2.2
Upper Quartile	0	0	0	0	0	0	52450	55150	57900	63250	70900	77500	82650	86150	88200	89000	89100	88000	79200	2.2
Median	0	0	0	0	0	0	48150	50550	52950	57650	64250	69750	73850	76500	77850	78200	78000	76650	69400	2.2
Lower Quartile	0	0	0	0	0	0	43750	45800	47750	51650	57000	61400	64650	66750	67850	68200	68050	67100	60050	2.2
Lower Decile	0	0	0	0	0	0	41300	43100	44800	47950	51900	54900	57150	58700	59700	60350	60700	61000	53100	4.0
Mean	0	0	0	0	0	0	48400	50750	53150	57850	64500	70250	74750	77900	79800	80700	80950	80300	71350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	73950	64900	68100	72800	77900	81550	89350	92250	89550	111900	109600	121100	89500	
Upper Quartile	0	0	0	0	0	0	61400	59350	62700	67750	71500	74500	79750	82500	84100	91850	88600	97850	79200	
Median	0	0	0	0	0	0	55600	53550	54700	60000	64800	67750	71700	75000	75650	80400	78950	80500	69400	
Lower Quartile	0	0	0	0	0	0	47900	48450	46750	53650	57300	60050	63250	66000	66450	69300	69500	69100	60050	
Lower Decile	0	0	0	0	0	0	44650	45400	42700	46300	53050	55250	56850	58850	59400	60500	60350	60950	53100	
Mean	0	0	0	0	0	0	56450	54200	55400	60300	64850	68550	72950	75850	75900	82850	81400	86450	71350	
Supporting Data																				
Total Number	0	1	4	8	14	17	35	66	63	341	466	454	524	392	279	221	164	239	3286	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	4	0	5	2	18	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40000	42250	44500	46850	49200	51550	53900	56250	58500	62800	68350	72500	75100	76350	76500	76000	75100	73000	66800	2.2
Upper Quartile	37100	39250	41450	43700	45950	48200	50450	52650	54800	58800	63800	67350	69300	69950	69550	68600	67400	64900	60050	2.2
Median	33650	35500	37400	39350	41300	43200	45150	47050	48850	52300	56650	59850	61700	62500	62450	61850	61000	59150	50850	2.2
Lower Quartile	31150	32700	34250	35800	37350	38850	40350	41800	43200	45850	49100	51500	52950	53650	53700	53400	52900	51700	42200	2.2
Lower Decile	28600	29850	31100	32350	33550	34800	35950	37100	38200	40200	42700	44550	45700	46300	46450	46300	46000	45200	36200	2.2
Mean	34150	36000	37800	39700	41550	43400	45250	47050	48850	52100	56300	59350	61300	62150	62200	61800	61100	59500	51500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38200	42000	43700	46700	49400	52550	55400	58450	59750	63800	67650	69300	71600	71900	74300	76050	81000	79700	66800	
Upper Quartile	35200	38200	41400	44050	46600	49650	51750	54050	55450	59650	63100	64600	66000	66300	68200	69300	71050	70400	60050	
Median	33200	35400	37100	38950	41650	43500	45600	47450	48800	53200	56500	58700	60000	60350	61500	52450	62800	61550	50850	
Lower Quartile	31150	32200	34200	35650	37100	39400	40550	41850	43050	46350	49200	51100	51400	51950	54000	54750	54900	52150	42200	
Lower Decile	29700	29100	31100	30850	32300	35900	36600	37350	38400	40750	42850	44850	43250	44550	46550	47350	46000	46850	36200	
Mean	33450	35450	37500	39400	41650	44300	46000	47800	49150	52900	56050	58000	58750	59500	61300	52650	63750	62750	51500	
Supporting Data																				
Total Number	133	241	279	380	362	461	526	496	489	1343	1009	621	480	398	276	210	164	286	8154	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38950	41100	43300	45600	47950	50350	52800	55300	57800	62750	69950	76450	81850	86000	89000	90850	91900	92600	72500	2.2
Upper Quartile	35500	37450	39450	41500	43650	45750	47950	50100	52250	56500	62400	67450	71350	74100	75800	76600	76850	76400	61100	2.2
Median	32950	34600	36300	38000	39700	41400	43150	44850	46550	49800	54200	57850	60650	62550	63700	64250	64400	64050	49650	2.2
Lower Quartile	30500	31850	33250	34600	35950	37300	38650	39950	41250	43700	46900	49500	51450	52750	53500	53850	53950	53700	40500	2.2
Lower Decile	28000	29100	30150	31200	32250	33300	34350	35350	36300	38100	40500	42450	43950	45000	45650	46050	46200	46250	34800	2.2
Mean	33350	34950	36650	38350	40050	41800	43500	45250	46950	50300	54950	58900	62050	64400	65950	66900	67350	67550	52250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38100	40800	43200	45100	47050	50650	54050	56700	59950	63700	70650	74450	80350	81250	81200	85400	94700	104600	72500	
Upper Quartile	35150	37850	39700	40950	42700	45600	47800	51000	52150	57500	62850	67000	69900	73000	71250	74950	80750	79150	61100	
Median	33150	35100	36400	37550	38300	41500	42650	45500	45750	50600	54200	58350	60450	62200	60100	64750	66650	64450	49650	
Lower Quartile	31150	32000	33350	34400	34800	37300	38000	40000	41200	43950	47100	50350	51200	52150	52350	54000	56100	53100	40500	
Lower Decile	29600	28950	30100	29450	30900	33950	34150	35150	36700	38900	40500	43700	42800	43800	45450	45100	46700	47100	34800	
Mean	33400	35150	36550	37750	38950	41900	43600	45950	47050	51000	55200	59350	61150	62700	61900	65500	69250	70650	52250	
Supporting Data																				
Total Number	131	227	202	253	211	258	288	296	285	834	681	480	447	336	222	180	162	298	5790	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	15	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56650	59300	61900	67200	74900	82000	88100	93000	96700	99200	100800	102400	83850	2.2
Upper Quartile	0	0	0	0	0	0	52100	54500	56950	61750	68500	74400	79050	82400	84500	85650	86050	85750	74000	2.2
Median	0	0	0	0	0	0	47850	50000	52150	56300	62000	66700	70150	72350	73500	73900	73750	72700	64700	2.2
Lower Quartile	0	0	0	0	0	0	43650	45500	47400	50950	55700	59500	62200	63750	64400	64450	64100	62900	56550	2.2
Lower Decile	0	0	0	0	0	0	40050	41600	43150	46000	49850	52850	54950	56200	56750	56850	56600	55750	49150	2.2
Mean	0	0	0	0	0	0	48100	50250	52350	56550	62350	67300	71200	73950	75700	76600	76900	76600	66700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	65550	63550	68050	70050	76200	81250	83300	85300	83950	89750	106550	130750	83850	
Upper Quartile	0	0	0	0	0	0	59550	58550	62000	64050	68950	72850	75550	77300	76500	82050	88250	100850	74000	
Median	0	0	0	0	0	0	54850	53200	53450	57950	61950	66250	66900	70100	69200	70900	77800	79150	64700	
Lower Quartile	0	0	0	0	0	0	46950	48500	46150	52150	55700	59850	59900	62200	60850	64300	67400	65650	56550	
Lower Decile	0	0	0	0	0	0	44450	45700	42300	45250	50350	52750	54250	56800	52700	57250	57700	57400	49150	
Mean	0	0	0	0	0	0	54850	53800	54550	58050	62450	67200	68400	70550	69150	73800	79450	86450	66700	
Supporting Data																				
Total Number	0	1	2	4	12	15	29	60	56	262	265	221	230	171	112	95	91	130	1757	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	15	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39000	40900	42900	44850	46850	48850	50800	52750	54600	58200	62900	66600	69150	70700	71400	71500	71250	70250	60500	2.2
Upper Quartile	35950	37650	39350	41050	42750	44450	46100	47750	49350	52350	56250	59300	61450	62700	63300	63400	63200	62450	52450	2.2
Median	33500	34900	36300	37700	39100	40500	41850	43150	44400	46800	49850	52250	53950	55000	55550	55700	55650	55200	44350	2.2
Lower Quartile	31050	32150	33300	34400	35550	36600	37650	38650	39600	41400	43700	45450	46650	47450	47850	48000	47950	47650	37700	2.2
Lower Decile	28250	29150	30100	31000	31900	32750	33600	34450	35200	36650	38550	40000	41100	41800	42250	42500	42600	42550	33300	2.2
Mean	33600	35050	36500	37950	39350	40800	42200	43550	44850	47300	50500	52950	54700	55800	56350	56550	56450	55950	45950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38100	40700	43000	45000	46500	49450	51400	53100	55100	58600	63500	63950	67700	70200	67500	73050	71100	73450	60500	
Upper Quartile	35150	37800	39550	40750	42250	44650	46350	48800	49550	52900	56150	58550	60500	61600	59300	63950	61800	65900	52450	
Median	33150	35100	36350	37450	37900	41150	42000	43400	44700	47500	49650	52400	52450	53450	54350	54700	56500	57250	44350	
Lower Quartile	31150	32000	33300	34350	34450	37100	37550	38750	40150	42050	43900	46000	44500	45200	47450	47800	47400	49950	37700	
Lower Decile	29600	28950	30100	29450	30800	33800	33800	34300	35950	37600	38100	41250	39850	39150	42100	40500	41900	45100	33300	
Mean	33400	35100	36450	37650	38500	41350	42350	43950	45200	47800	50550	52650	53450	54500	54450	56200	56000	58400	45950	
Supporting Data																				
Total Number	131	226	200	249	200	243	259	236	229	573	417	259	216	164	110	85	70	168	4034	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44800	47250	49750	52350	55000	57650	60350	65750	73650	80750	86750	91350	94550	96600	97700	98300	78100	2.2
Upper Quartile	0	0	42550	44850	47200	49650	52050	54500	56900	61650	68150	73550	77550	80150	81500	81900	81750	80550	66900	2.2
Median	0	0	40300	42400	44500	46650	48750	50800	52850	56700	61750	65550	68050	69300	69550	69200	68500	66750	58300	2.2
Lower Quartile	0	0	36300	38150	40000	41900	43800	45650	47450	50850	55300	58600	60750	61800	62000	61650	61000	59400	50150	2.2
Lower Decile	0	0	33900	35500	37150	38750	40350	41900	43400	46250	49800	52400	54050	54800	54850	54500	53950	52600	43500	2.2
Mean	0	0	39700	41800	43900	46000	48150	50250	52350	56450	62000	66550	69900	72050	73150	73500	73400	72400	60200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45050	48200	50000	53100	56650	59400	60000	66950	72100	76350	86450	92600	89900	110550	95800	100150	78100	
Upper Quartile	0	0	43100	46150	48450	51450	53650	56150	57350	62350	66650	69150	76550	79250	81600	91600	80200	83000	66900	
Median	0	0	41300	44150	45800	48250	50250	51850	52950	57400	60850	62250	66800	68500	69200	72450	70000	70150	58300	
Lower Quartile	0	0	35800	38700	42100	42700	44600	45000	47250	51400	55000	57050	60500	60550	61850	62300	61700	61900	50150	
Lower Decile	0	0	34300	35700	38900	39600	40550	41750	42500	46050	50200	51350	54300	53700	55400	56800	53550	52550	43500	
Mean	0	0	40100	43000	45300	47250	49450	51000	52150	56900	61050	63700	69550	71600	72150	78350	73400	74750	60200	
Supporting Data																				
Total Number	2	15	81	135	162	211	257	239	241	724	648	447	412	327	216	160	101	148	4526	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	4	0	2	2	4	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66950	76250	85150	93000	99500	104400	107850	110000	112000	95750	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62950	71150	78400	84150	88150	90550	91600	91750	90650	81550	2.2
Median	0	0	0	0	0	0	0	0	0	58950	66100	72000	76300	78900	79950	80000	79400	77400	72800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	53350	59150	63850	67300	69350	70300	70450	70050	68650	64450	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	49350	54300	58250	60950	62500	63000	62900	62350	60850	57600	2.2
Mean	0	0	0	0	0	0	0	0	0	58700	66000	72350	77300	80650	82600	83400	83400	82350	75400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75500	78200	80250	92150	99150	97450	117650	116250	114350	95750	
Upper Quartile	0	0	0	0	0	0	0	0	0	72450	73700	74900	81150	86100	86800	103900	88250	95000	81550	
Median	0	0	0	0	0	0	0	0	0	68900	68000	68100	73700	77950	79250	87100	77250	79800	72800	
Lower Quartile	0	0	0	0	0	0	0	0	0	64550	60700	59500	64900	70200	69100	75100	69300	70900	64450	
Lower Decile	0	0	0	0	0	0	0	0	0	55300	55100	56450	59850	61700	62400	63750	61850	63750	57600	
Mean	0	0	0	0	0	0	0	0	0	67650	67250	68950	75400	80300	79600	89950	82700	85250	75400	
Supporting Data																				
Total Number	0	0	2	4	2	0	6	5	6	71	187	208	248	178	117	90	46	84	1253	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	4	0	2	2	4	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45200	47600	50000	52400	54750	57100	59300	63450	68450	71850	73550	73800	73100	71900	70450	67600	66150	2.2
Upper Quartile	0	0	42950	45300	47600	49900	52200	54400	56500	60400	65000	67850	69050	68900	67900	66400	64800	61800	61000	2.2
Median	0	0	40600	42700	44800	46850	48900	50900	52750	56200	60200	62700	63750	63600	62700	61400	60000	57350	54400	2.2
Lower Quartile	0	0	36450	38300	40150	41950	43750	45500	47150	50200	53900	56350	57550	57800	57250	56400	55350	53250	47400	2.2
Lower Decile	0	0	34100	35700	37300	38850	40350	41800	43150	45650	48550	50350	51150	51200	50650	49800	48900	47100	42050	2.2
Mean	0	0	40000	42050	44100	46100	48100	50050	51900	55250	59300	61950	63200	63300	62650	61550	60350	57950	54350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45100	47850	50050	53050	56100	59150	59700	64350	67400	67900	70250	71050	72200	71950	83000	71850	66150	
Upper Quartile	0	0	43100	46050	48500	51450	53500	55950	57050	61100	63550	64050	65850	65750	68200	67700	72200	67550	61000	
Median	0	0	41200	44050	45800	48250	50200	51750	52600	56700	59000	59800	61300	61300	63000	63000	64650	61950	54400	
Lower Quartile	0	0	35750	38550	42050	42700	44500	44900	47100	50900	53400	54300	55750	55750	57400	58550	57800	56350	47400	
Lower Decile	0	0	34300	35650	38900	39600	40500	41750	42450	45750	48700	48900	49650	49850	52200	53550	51300	45950	42050	
Mean	0	0	40050	42700	45300	47250	49100	50800	51850	55750	58500	59100	60650	61200	63450	63400	65600	61100	54350	
Supporting Data																				
Total Number	2	15	79	131	160	210	251	234	234	653	460	239	165	149	100	70	55	65	3273	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56400	59150	61900	67350	75200	82050	87550	91550	94150	95500	96050	95800	85750	2.2
Upper Quartile	0	0	0	0	0	0	52750	55350	57950	63000	69950	75650	79800	82300	83400	83550	83050	81300	76300	2.2
Median	0	0	0	0	0	0	49550	51900	54200	58700	64750	69500	72700	74400	74950	74650	73900	71900	67800	2.2
Lower Quartile	0	0	0	0	0	0	46500	48750	50950	55200	60700	64850	67400	68450	68450	67700	66650	64200	62500	2.2
Lower Decile	0	0	0	0	0	0	42450	44500	46550	50500	55700	59650	62200	63450	63600	63050	62150	60050	57600	2.2
Mean	0	0	0	0	0	0	49600	52000	54400	59050	65450	70600	74250	76400	77300	77250	76700	74900	70450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	64800	65550	67100	70950	75300	80100	85950	84400	87750	98100	99100	108700	85750	
Upper Quartile	0	0	0	0	0	0	61850	62350	63950	66950	69100	72900	76800	77150	81950	84700	86300	88200	76300	
Median	0	0	0	0	0	0	56450	56950	60850	62400	65150	67200	69450	68650	74000	75000	77050	78800	67800	
Lower Quartile	0	0	0	0	0	0	53200	50950	56800	58450	61150	63700	64550	63600	67400	66350	68800	71150	62500	
Lower Decile	0	0	0	0	0	0	40600	42450	50650	53350	55850	60450	60550	59350	62750	61550	64450	64250	57600	
Mean	0	0	0	0	0	0	56300	55650	59550	62300	65800	68900	72050	70450	74850	78550	79450	82000	70450	
Supporting Data																				
Total Number	0	0	0	0	2	10	15	26	26	125	146	148	145	127	116	91	66	79	1123	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

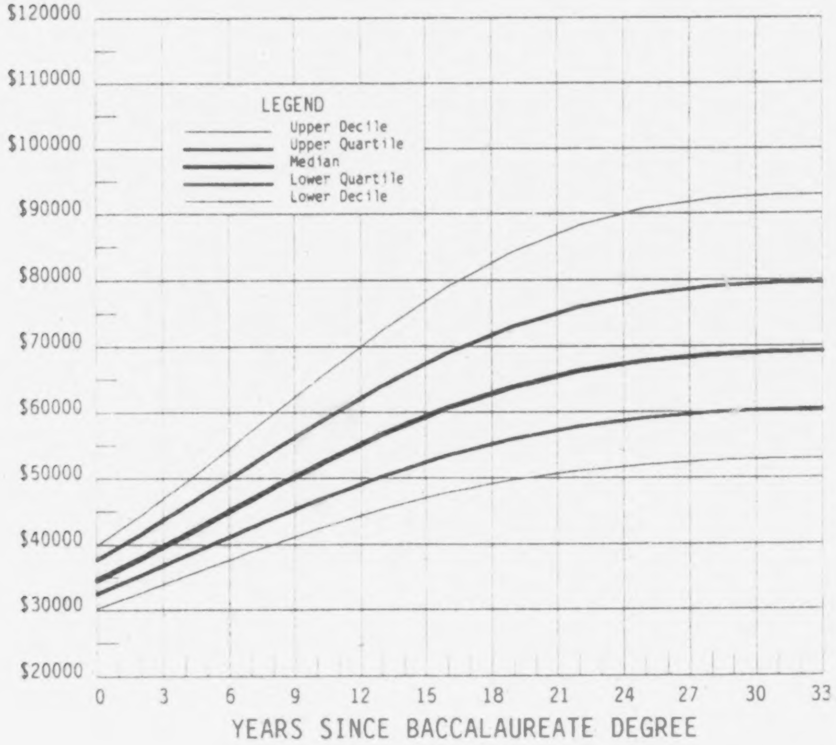
1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	88850	93850	96800	98550	99500	100000	100250	100350	94900	4.6
Upper Quartile	0	0	0	0	0	0	0	0	0	0	77600	82600	85850	87900	89100	89800	90100	90300	86500	4.6
Median	0	0	0	0	0	0	0	0	0	0	72450	76800	79600	81350	82350	82900	83150	83300	80900	4.6
Lower Quartile	0	0	0	0	0	0	0	0	0	0	67950	72000	74650	76250	77200	77750	78000	78150	74700	4.6
Lower Decile	0	0	0	0	0	0	0	0	0	0	60300	65050	68600	71050	72700	73700	74300	74850	70700	3.6
Mean	0	0	0	0	0	0	0	0	0	0	73250	78100	81300	83350	84550	85250	85600	85800	82400	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	105000	84150	103650	88150	89400	113000	104800	115100	94900	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	81800	81000	86650	84100	86900	90550	89450	100250	86500	
Median	0	0	0	0	0	0	0	0	0	0	74500	76250	79300	79600	82150	83900	83500	84900	80900	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	68750	73200	74200	74100	75950	80050	77750	80800	74700	
Lower Decile	0	0	0	0	0	0	0	0	0	0	54950	70600	69950	68000	73300	74650	72750	75150	70700	
Mean	0	0	0	0	0	0	0	0	0	0	76600	77150	82550	78650	82250	89150	85950	90400	82400	
Supporting Data																				
Total Number	0	0	0	0	0	2	0	0	0	8	14	26	45	43	50	36	27	25	276	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56350	58700	61000	65500	71700	76900	80900	83700	85450	86300	86600	86250	77250	2.2
Upper Quartile	0	0	0	0	0	0	53200	55550	57850	62300	68000	72300	75050	76300	76450	75900	74950	72700	70350	2.2
Median	0	0	0	0	0	0	50150	52450	54700	58950	64400	68200	70350	71050	70600	69550	68300	65550	65500	2.2
Lower Quartile	0	0	0	0	0	0	46950	49200	51400	55500	60650	64250	66150	66600	66050	64850	63450	60650	61200	2.2
Lower Decile	0	0	0	0	0	0	42550	44650	46700	50600	55650	59300	61450	62150	61850	60950	59800	57300	56450	2.2
Mean	0	0	0	0	0	0	49900	52200	54400	58700	64300	68500	71150	72400	72550	71950	71050	68850	66600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	64800	65250	67100	70150	71750	75000	75600	74850	78700	87550	97550	100750	77250	
Upper Quartile	0	0	0	0	0	0	61850	62250	63850	66300	67850	69800	70650	69850	73350	74950	79100	84100	70350	
Median	0	0	0	0	0	0	56450	56800	60800	62200	64700	66050	66500	65850	68450	68050	70600	74900	65500	
Lower Quartile	0	0	0	0	0	0	53200	50900	56750	58300	61000	62750	62650	62000	64400	63300	65900	68050	61200	
Lower Decile	0	0	0	0	0	0	40600	42400	50350	52900	56100	60050	59100	57750	60900	60200	62100	61150	56450	
Mean	0	0	0	0	0	0	56300	55500	59500	61850	64600	67200	67200	66250	69300	71650	75050	78100	66600	
Supporting Data																				
Total Number	0	0	0	0	2	8	15	26	26	117	132	122	99	84	66	55	39	54	847	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

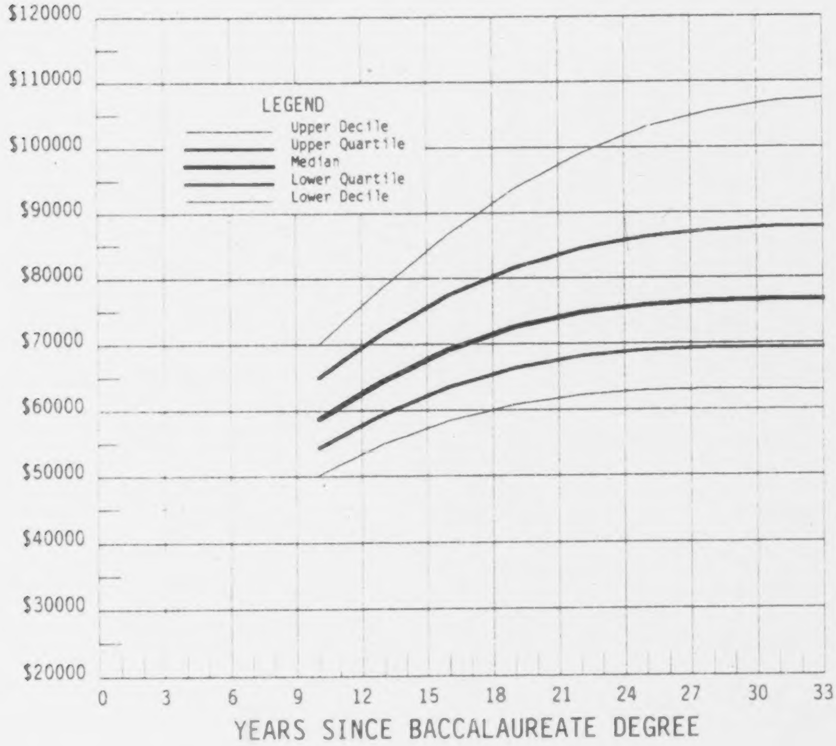
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39800	42050	44400	46850	49300	51850	54450	57100	59700	64950	72400	79000	84350	88250	90800	92250	92850	92750	81500	2.2
Upper Quartile	37650	39600	41600	43650	45750	47850	49950	52050	54150	58300	64050	69050	73050	75950	77850	78950	79500	79550	69650	2.2
Median	34500	36200	37900	39650	41400	43200	45000	46750	48550	51950	56700	60700	63900	66250	67800	68700	69150	69300	57900	2.2
Lower Quartile	32500	33900	35350	36800	38250	39700	41100	42550	43950	46650	50300	53450	55950	57800	59050	59850	60300	60600	46900	2.2
Lower Decile	30150	31400	32650	33900	35150	36400	37600	38850	40000	42250	45250	47750	49700	51100	52000	52550	52850	52950	39600	2.2
Mean	34950	36700	38450	40250	42050	43900	45750	47550	49400	53000	58000	62350	65900	68550	70400	71550	72200	72600	59950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	41200	44300	46900	49400	52350	52400	55000	59400	67000	73750	78750	82450	88050	89550	95400	90350	93650	81500	
Upper Quartile	38400	39100	41550	43150	46600	48650	46850	50550	53400	60600	64550	68800	71500	76050	78550	80100	77300	80250	69650	
Median	34800	36050	38050	39950	41850	42800	43950	45250	46600	54000	57150	59800	62500	68400	68100	67750	68300	69800	57900	
Lower Quartile	32500	34050	34950	36550	38150	39450	41500	42100	42350	48700	49950	52950	54050	60150	57850	60250	59500	61300	46900	
Lower Decile	30200	32000	32400	32650	34050	37250	38700	38750	38150	43750	45100	47200	48650	51800	51200	54150	51600	53450	39600	
Mean	35350	36700	38400	39950	42150	44000	44700	46400	48100	54950	58300	61900	64300	69900	69700	72350	70700	73300	59950	
Supporting Data																				
Total Number	324	584	629	669	680	898	822	894	635	2430	2274	2131	2562	2115	1761	1696	1522	2369	24994	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	16	17	28	25	63	154	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

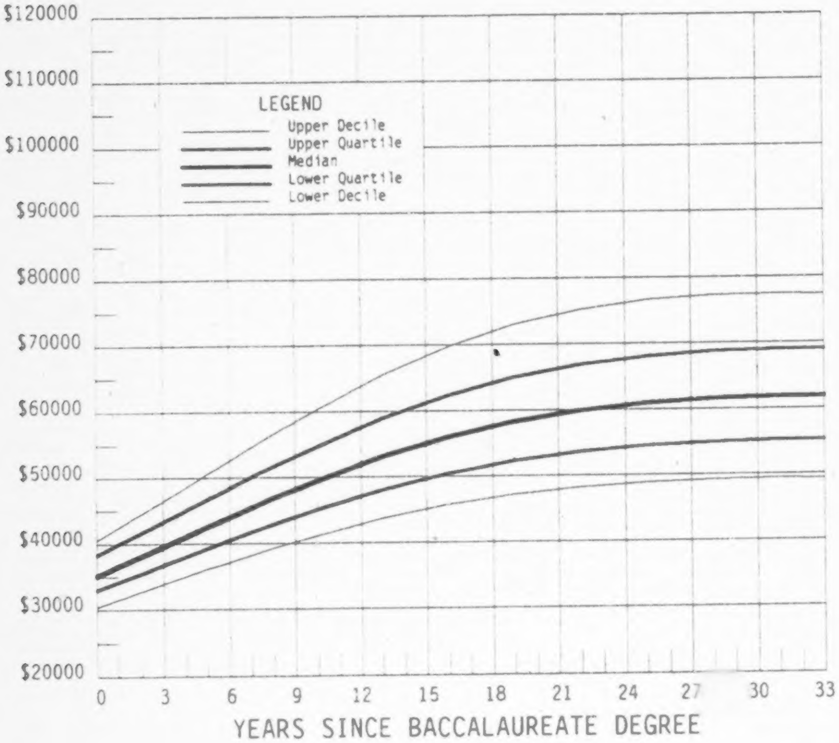
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69950	78700	86800	93700	99100	103050	105600	107100	108200	94650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64950	71800	77450	81600	84500	86250	87250	87750	88050	82250	2.4
Median	0	0	0	0	0	0	0	0	0	58600	64500	69200	72550	74700	75900	76450	76650	76600	72300	2.4
Lower Quartile	0	0	0	0	0	0	0	0	0	54250	59450	63500	66350	68100	69000	69350	69400	69200	64300	2.4
Lower Decile	0	0	0	0	0	0	0	0	0	50200	54850	58400	60750	62150	62850	63050	63000	62700	57600	2.4
Mean	0	0	0	0	0	0	0	0	0	59200	65750	71350	75750	78850	80650	81550	81750	81100	75400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75150	81500	87150	89550	96200	96900	112000	108300	111250	94650	
Upper Quartile	0	0	0	0	0	0	0	0	0	67800	72700	77200	79400	82750	86400	88700	87600	89550	82250	
Median	0	0	0	0	0	0	0	0	0	62350	64250	68550	70450	73950	76300	77800	75400	78050	72300	
Lower Quartile	0	0	0	0	0	0	0	0	0	57350	59500	63050	63750	68500	69300	70000	68750	70250	64300	
Lower Decile	0	0	0	0	0	0	0	0	0	53200	55350	57550	58300	63200	62100	63750	60850	64650	57600	
Mean	0	0	0	0	0	0	0	0	0	63800	66800	71050	72850	77600	79600	82800	80750	83450	75400	
Supporting Data																				
Total Number	1	4	8	19	20	59	24	59	58	526	716	847	1195	1170	840	796	639	1069	8050	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	16	16	27	24	60	148	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40500	42450	44450	46450	48500	50550	52550	54600	56550	60350	65500	69750	73000	75200	76550	77200	77350	77000	68700	2.2
Upper Quartile	38300	40000	41650	43350	45050	46750	48400	50050	51700	54750	58900	62350	65000	66850	68050	68750	69050	69050	60400	2.2
Median	35100	36550	38050	39550	41050	42500	44000	45400	46850	49500	53100	56050	58300	59900	60950	61550	61800	61850	51400	2.2
Lower Quartile	32900	34200	35450	36750	38000	39250	40500	41700	42850	45100	48050	50450	52300	53650	54500	55000	55250	55350	43150	2.2
Lower Decile	30400	31550	32700	33850	34950	36100	37150	38200	39250	41150	43650	45700	47200	48200	48850	49200	49350	49250	37550	2.2
Mean	35450	36950	38500	40000	41550	43050	44550	46000	47450	50200	53900	57000	59350	61050	62150	62800	63100	63150	52600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	41000	44000	46700	49150	51300	51650	53750	57050	63150	67000	68050	68600	73550	75900	76700	77650	80050	68700	
Upper Quartile	38400	39050	41400	43000	46300	47550	46600	49600	51600	57350	59700	60450	62500	66350	67750	67350	69950	70950	60400	
Median	34750	36000	37950	39750	41650	42300	43800	44750	45850	52150	53200	55200	55450	60300	59150	61450	62950	63250	51400	
Lower Quartile	32500	34000	34900	36450	38050	39300	41450	41900	42000	47250	47350	50050	50150	52750	52900	56350	55950	56450	43150	
Lower Decile	30200	32000	32350	32500	33950	37050	38650	38500	37750	42350	44200	45000	46150	47350	46050	51700	47850	51050	37550	
Mean	35300	36550	38200	39750	41750	43300	44450	45600	47000	52500	54350	55850	56850	60400	60650	63100	63450	64950	52600	
Supporting Data																				
Total Number	323	580	621	650	660	838	798	835	577	1904	1558	1284	1367	945	921	900	883	1300	16944	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39800	42100	44450	46900	49400	51950	54500	57100	59700	64850	72050	78200	83000	86350	88350	89250	89450	88750	78800	2.2
Upper Quartile	37950	39850	41800	43800	45850	47850	49900	51950	54000	57950	63400	68050	71700	74350	76050	77000	77400	77350	67400	2.2
Median	34750	36400	38100	39800	41500	43200	44950	46650	48300	51550	56000	59750	62700	64800	66200	66950	67350	67400	55700	2.2
Lower Quartile	32650	34050	35450	36800	38200	39600	41000	42350	43650	46200	49650	52500	54800	56450	57600	58300	58650	58900	45500	2.2
Lower Decile	30100	31300	32550	33800	35000	36250	37450	38600	39750	41900	44800	47200	49000	50250	51100	51550	51750	51750	38700	2.2
Mean	35150	36850	38550	40350	42100	43900	45700	47500	49250	52700	57450	61550	64800	67200	68800	69800	70250	70500	58050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	40950	44250	47150	49500	52600	51950	54900	60600	67350	74750	78450	79250	84000	87900	89250	86650	92450	78800	
Upper Quartile	38500	38950	41550	43300	47200	49450	46550	50500	53650	60750	63950	67800	68600	74550	76350	77800	74600	79400	67400	
Median	34750	36000	38100	40200	42100	43050	43950	45250	46250	54100	56600	58650	60100	67650	65500	65700	66400	68850	55700	
Lower Quartile	32500	33900	34900	36600	37850	39500	41700	42350	42200	48850	49050	51750	52000	59500	55350	59050	57050	60600	45500	
Lower Decile	30150	31800	32050	32150	33500	37300	39000	39250	37700	43550	44750	46100	47550	51750	49150	53400	50050	52800	38700	
Mean	35300	36600	38350	40050	42250	44350	44650	46500	48150	55100	58050	60950	61850	68850	67750	70600	67950	72350	58050	
Supporting Data																				
Total Number	315	528	510	526	540	745	640	681	455	1911	1680	1531	1743	1359	1090	1118	1004	1614	17990	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	9	12	16	10	42	93	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70700	79300	86950	93200	97850	100950	102700	103450	103400	92400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64600	71300	76900	81050	83700	85150	85650	85500	84350	80700	2.2
Median	0	0	0	0	0	0	0	0	0	58350	64150	68900	72350	74550	75650	75900	75700	74550	71200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54250	59400	63500	66400	68100	68800	68800	68400	67050	63300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	50150	54750	58350	60750	62050	62450	62250	61700	60250	56650	2.2
Mean	0	0	0	0	0	0	0	0	0	59950	66250	71550	75500	78150	79550	80050	80000	78950	74100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	56850	0	0	0	75200	82700	88250	87550	94100	94850	111250	97650	108850	92400	
Upper Quartile	0	0	0	0	0	55300	0	0	0	67600	74000	78900	77100	79400	84600	85450	85000	87950	80700	
Median	0	0	0	0	0	54150	0	0	0	62250	64450	69150	69000	72650	75150	76650	74150	77200	71200	
Lower Quartile	0	0	0	0	0	52800	0	0	0	57050	60000	64450	62250	68050	67900	68150	67300	69550	63300	
Lower Decile	0	0	0	0	0	46250	0	0	0	52850	56000	58450	57500	62350	61250	62900	55750	64200	56650	
Mean	0	0	0	0	0	54100	0	0	0	63650	67500	72100	71450	76050	78200	81400	77850	82250	74100	
Supporting Data																				
Total Number	1	4	8	19	20	59	18	53	53	450	525	547	738	759	529	528	411	787	5509	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	9	11	16	10	40	91	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40550	42500	44500	46450	48450	50450	52400	54300	56200	59750	64450	68150	70750	72350	73150	73350	73200	72350	66100	2.2
Upper Quartile	38450	40100	41750	43400	45100	46700	48350	49900	51450	54350	58200	61250	63500	64950	65800	66200	66250	65900	58400	2.2
Median	35300	36750	38150	39600	41050	42450	43850	45250	46550	49050	52400	55100	57100	58500	59350	59850	60000	59900	50100	2.2
Lower Quartile	32850	34150	35400	36700	37950	39200	40400	41600	42750	44850	47650	49800	51400	52450	53000	53300	53300	53100	42350	2.2
Lower Decile	30200	31350	32500	33650	34750	35850	36950	38000	39000	40850	43300	45200	46550	47450	47900	48150	48150	47900	36700	2.2
Mean	35500	37000	38500	40000	41500	43000	44450	45850	47250	49850	53300	56050	58050	59450	60250	60650	60750	60500	50950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	40900	43950	46850	49250	51550	51250	53250	56800	63200	66700	65700	64800	71800	71750	72150	73650	76700	66100	
Upper Quartile	38450	38900	41350	43150	46900	48250	46400	49200	51000	57150	58800	59200	60450	65650	64600	63900	67950	68350	58400	
Median	34750	35950	38000	39950	41850	42400	43850	44700	45300	52150	52350	54250	53200	59750	56100	60250	61450	62000	50100	
Lower Quartile	32500	33850	34850	36450	37600	39250	41650	42150	41750	47250	46650	48900	49100	52550	51050	55550	52450	54800	42350	
Lower Decile	30150	31750	32000	32000	33400	37050	38950	38550	37200	41850	43800	44600	45150	48100	43800	51200	45500	50500	36700	
Mean	35250	36450	38150	39800	41700	43500	44400	45500	46600	52450	53700	54700	54750	59800	57900	60900	61100	62950	50950	
Supporting Data																				
Total Number	314	525	502	507	520	686	623	628	401	1461	1155	983	1005	600	561	590	593	826	12481	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43550	46000	48450	51000	53550	56100	58700	63850	71200	77850	83550	88150	91650	94200	96000	98100	84400	2.4
Upper Quartile	0	0	40750	42950	45200	47500	49800	52100	54350	58750	64850	70050	74150	77250	79450	80900	81800	82750	72800	2.4
Median	0	0	37200	39150	41100	43050	45050	47000	48950	52650	57750	62050	65500	68000	69800	70950	71700	72450	61650	2.4
Lower Quartile	0	0	34750	36400	38100	39750	41400	43000	44600	47650	51750	55150	57850	59850	61250	62150	62750	63400	50450	2.4
Lower Decile	0	0	32900	34350	35800	37200	38600	39950	41250	43750	47050	49750	51800	53350	54400	55050	55500	55950	41450	2.4
Mean	0	0	37800	39750	41750	43700	45700	47700	49650	53450	58750	63300	67050	69900	72050	73500	74500	75550	63000	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44600	45950	47650	47650	52600	54000	55800	65250	71000	78250	86100	90750	90300	96850	96400	92900	84400	
Upper Quartile	0	0	41500	42450	45050	44750	48300	49700	51800	59650	65100	70150	76350	80300	80450	81150	78500	79900	72800	
Median	0	0	37650	39250	40850	41900	43750	44600	47150	52900	58150	62300	67550	69800	69800	70550	70300	70550	61650	
Lower Quartile	0	0	35050	36450	38600	39250	40300	40650	42850	47750	51700	56050	59800	60650	60200	62550	61700	62250	50450	
Lower Decile	0	0	34050	34500	36150	36950	38100	38500	39200	44050	46800	51000	53550	51450	54550	55550	55550	55350	41450	
Mean	0	0	38550	39650	41850	42150	44600	45450	47500	54100	58750	63800	69300	71100	71450	73950	73600	73450	63000	
Supporting Data																				
Total Number	9	56	119	143	140	149	174	193	163	456	532	537	717	633	539	450	373	576	5957	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	5	2	6	7	13	33	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68450	76800	84500	91300	96900	101300	104600	106950	109800	95800	2.4
Upper Quartile	0	0	0	0	0	0	0	0	0	63600	70650	76700	81650	85400	88100	89900	91100	92300	83700	2.4
Median	0	0	0	0	0	0	0	0	0	58400	64550	69550	73250	75750	77200	78000	78350	78500	73600	2.4
Lower Quartile	0	0	0	0	0	0	0	0	0	53300	58600	62900	66150	68400	69850	70650	71100	71400	65850	2.4
Lower Decile	0	0	0	0	0	0	0	0	0	49650	54500	58400	61250	63150	64300	64900	65200	65300	59750	2.4
Mean	0	0	0	0	0	0	0	0	0	58850	65300	70850	75300	78600	80900	82450	83350	84300	76650	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74850	77100	82800	90950	96300	96500	110200	113600	107800	95800	
Upper Quartile	0	0	0	0	0	0	0	0	0	69900	69700	74400	81300	86550	87550	93350	92500	89950	83700	
Median	0	0	0	0	0	0	0	0	0	63200	64000	67200	73200	76900	79150	77650	76250	78800	73600	
Lower Quartile	0	0	0	0	0	0	0	0	0	59300	58250	60350	66000	69400	70950	70900	70300	71300	65850	
Lower Decile	0	0	0	0	0	0	0	0	0	55450	54350	56950	60450	64100	63650	65150	65950	65600	59750	
Mean	0	0	0	0	0	0	0	0	0	65100	64950	68850	74700	79500	80550	83700	83650	84150	76650	
Supporting Data																				
Total Number	0	0	0	0	1	1	6	6	4	69	180	282	418	356	252	205	169	229	2178	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	5	2	6	6	13	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43900	45900	48000	50100	52200	54250	56300	60300	65800	70500	74150	76750	78450	79400	79800	79750	71800	2.2
Upper Quartile	0	0	41150	42950	44800	46600	48400	50200	52000	55400	60100	64000	67100	69300	70700	71550	71900	71950	63400	2.2
Median	0	0	37600	39200	40800	42400	44000	45550	47100	50050	54050	57450	60050	61900	63150	63850	64200	64250	54000	2.2
Lower Quartile	0	0	35200	36550	37900	39250	40550	41900	43150	45600	48900	51700	53900	55500	56600	57300	57650	57950	44950	2.2
Lower Decile	0	0	33450	34600	35750	36850	38000	39050	40100	42100	44700	46850	48550	49750	50550	51050	51300	51450	39200	2.2
Mean	0	0	38200	39800	41450	43050	44650	46200	47750	50750	54850	58300	61000	62950	64250	65050	65450	65600	55150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44600	45950	47450	47500	51650	53950	55350	62300	67000	70000	74450	74750	77650	80400	78700	80550	71800	
Upper Quartile	0	0	41500	42450	45000	44700	47700	49600	51400	57100	61650	63650	67050	66950	69900	72100	71600	72800	63400	
Median	0	0	37650	39250	40800	41850	43500	44300	46900	51600	54750	57000	60450	60350	61750	64750	63500	65200	54000	
Lower Quartile	0	0	35050	36450	38600	39250	40200	40500	42700	46800	49600	51800	54300	52300	56650	57950	57550	58650	44950	
Lower Decile	0	0	34050	34500	36150	36950	38050	38450	39100	43350	45100	48050	49450	43400	51100	52950	52350	52050	39200	
Mean	0	0	38550	39650	41750	42100	44200	45300	47250	52100	55550	58250	61750	60300	63450	65850	65300	66350	55150	
Supporting Data																				
Total Number	9	56	119	143	139	148	168	187	159	386	352	255	299	277	287	245	204	346	3780	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	57900	60600	66100	74450	82550	90050	96600	102000	106200	109300	113350	97000	2.2
Upper Quartile	0	0	0	0	0	0	0	54800	57200	62000	68900	75050	80100	83950	86600	88250	89150	89650	83300	2.2
Median	0	0	0	0	0	0	0	50600	52800	57000	62750	67450	71100	73650	75300	76300	76850	77300	71100	2.4
Lower Quartile	0	0	0	0	0	0	0	46000	47900	51450	56250	60100	62950	64800	65900	66400	66500	66350	61600	2.4
Lower Decile	0	0	0	0	0	0	0	40950	42600	45700	50000	53600	56400	58300	59500	60050	60250	60000	55050	2.2
Mean	0	0	0	0	0	0	0	50000	52150	56450	62650	68200	72750	76300	78800	80400	81300	81900	74850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	59650	61700	67250	70000	83650	91400	95750	97250	112850	114050	109500	97000	
Upper Quartile	0	0	0	0	0	0	0	57650	59100	61950	66250	77400	78400	84450	86300	90050	88650	89400	83300	
Median	0	0	0	0	0	0	0	52600	56650	57200	61250	66650	70600	73500	74900	77750	76600	77350	71100	
Lower Quartile	0	0	0	0	0	0	0	46350	49150	51850	55900	61300	62350	62900	66800	65800	67850	66100	61600	
Lower Decile	0	0	0	0	0	0	0	41350	36000	45900	52250	57550	55800	54800	61050	59100	62400	59350	55050	
Mean	0	0	0	0	0	0	0	51800	53100	57050	61250	69200	71750	75300	78450	81850	82500	81150	74850	
Supporting Data																				
Total Number	0	0	0	0	1	3	7	20	17	62	63	63	102	122	131	128	145	180	1046	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	5	9	8	28	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY, PHD

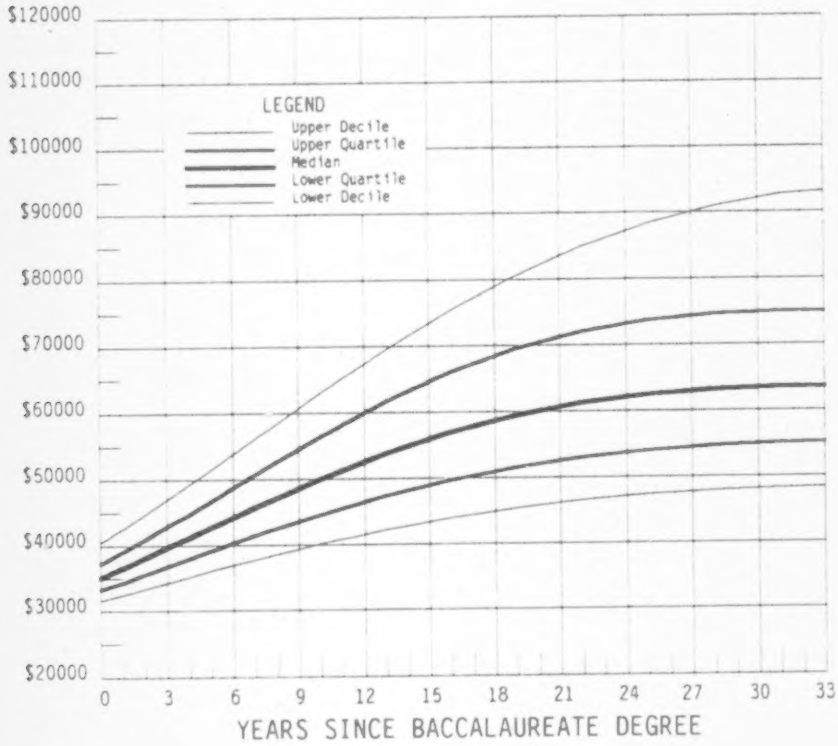
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	73350	82700	92450	102250	111800	120650	128450	141900	117950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	71850	79600	86700	92800	97850	101800	104750	108500	95700	2.6
Median	0	0	0	0	0	0	0	0	0	0	65550	71750	77000	81250	84500	86850	88500	90250	82950	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	0	60650	65600	69450	72300	74350	75700	76550	77400	73300	3.0
Lower Decile	0	0	0	0	0	0	0	0	0	0	55200	59850	63600	66500	68550	69950	70900	71900	65250	2.8
Mean	0	0	0	0	0	0	0	0	0	0	66100	73050	79250	84500	88700	91950	94250	97150	87800	2.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	71350	85150	94550	99300	109050	121700	137000	136150	117950	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	68400	80750	89750	94350	95000	99150	105350	111100	95700	
Median	0	0	0	0	0	0	0	0	0	0	64000	74550	75050	83600	84150	86500	85700	93000	82950	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	57650	63000	71050	75500	74450	75200	72900	79600	73300	
Lower Decile	0	0	0	0	0	0	0	0	0	0	54600	56000	62350	72050	68650	70250	66750	73650	65250	
Mean	0	0	0	0	0	0	0	0	0	0	63700	73500	79400	86850	87750	91450	92800	98450	87800	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	1	6	11	18	39	55	59	63	60	53	363	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	5	8	7	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	57950	60350	65000	71600	77400	82100	85650	88100	89650	90450	90950	85350	2.2
Upper Quartile	0	0	0	0	0	0	0	54600	56700	60750	66300	71050	74700	77350	79000	79900	80250	80150	75700	2.2
Median	0	0	0	0	0	0	0	50050	51900	55500	60300	64200	67100	69000	70100	70550	70550	69950	65400	2.2
Lower Quartile	0	0	0	0	0	0	0	45900	47600	50850	55150	58550	60950	62350	63050	63150	62900	61950	58950	2.2
Lower Decile	0	0	0	0	0	0	0	40550	42050	44950	48850	52100	54550	56200	57200	57650	57750	57400	52800	2.2
Mean	0	0	0	0	0	0	0	49900	51850	55550	60700	65000	68350	70700	72200	72950	73250	73100	67950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	59650	61800	67100	69400	82250	80650	79950	85500	93600	91600	91600	85350	
Upper Quartile	0	0	0	0	0	0	0	57650	59200	61750	65700	73750	74350	72150	77050	81200	79900	82050	75700	
Median	0	0	0	0	0	0	0	52600	56800	57000	60750	64950	66150	64300	69550	67400	71150	72550	65400	
Lower Quartile	0	0	0	0	0	0	0	46350	51000	51450	55550	60800	59900	58450	62450	61500	65100	62650	58950	
Lower Decile	0	0	0	0	0	0	0	41350	35900	45400	51050	57550	53600	51250	58400	55050	61650	56950	52800	
Mean	0	0	0	0	0	0	0	51800	53450	56750	60700	67550	67150	66000	70850	72600	75300	74000	67950	
Supporting Data																				
Total Number	0	0	0	0	1	3	7	20	17	57	51	46	64	68	72	65	86	127	684	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

CURVES AND TABLES FOR SELECTED INDUSTRIAL SECTORS

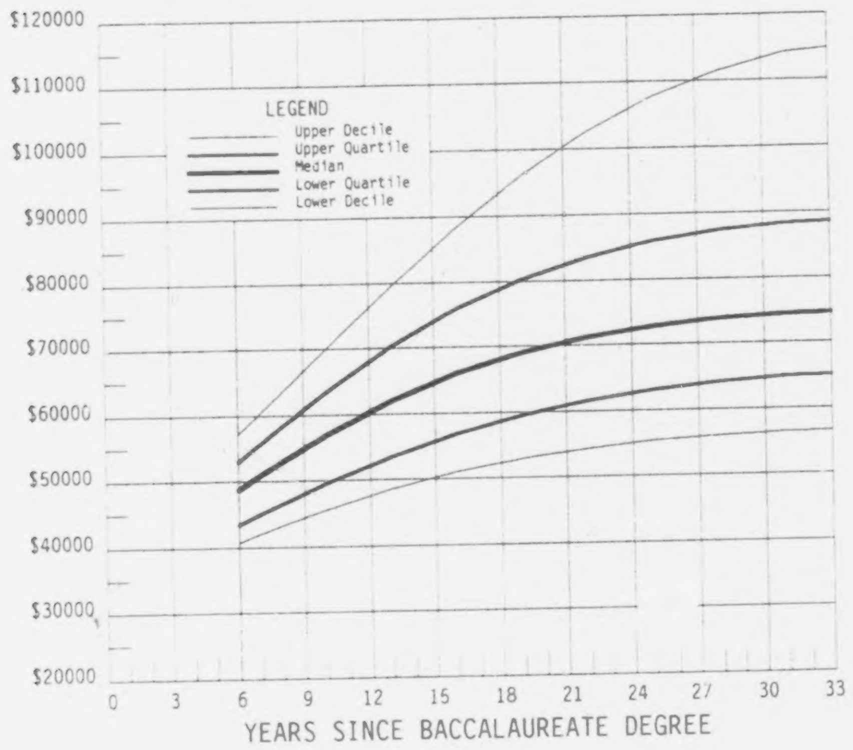
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40400	42550	44750	46950	49250	51500	53800	56100	58400	62950	69450	75400	80600	84950	88350	90900	92650	94500	74100	3.2
Upper Quartile	37200	39050	40950	42850	44800	46750	48750	50700	52650	56400	61650	66050	69550	72050	73700	74600	75000	75000	61050	2.2
Median	35050	36600	38100	39650	41200	42700	44250	45750	47200	50000	53800	57000	59450	61250	62450	63150	63500	63650	50650	2.2
Lower Quartile	33250,	34400	35600	36800	38000	39150	40300	41450	42550	44600	47400	49750	51600	53000	54000	54700	55100	55450	42300	2.2
Lower Decile	31600	32500	33400	34300	35200	36100	36950	37750	38550	40100	42200	43950	45400	46500	47350	47900	48250	48550	36450	3.6
Mean	35350	36950	38550	40150	41750	43350	44950	46500	48050	51050	55150	58800	61900	64350	66200	67550	68450	69250	53850	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	44500	41600	50250	46200	46150	52000	54100	55600	56650	62050	71950	76850	77350	85500	90800	94400	89900	92150	74100	
Upper Quartile	37800	39200	42350	43400	42750	46000	50200	50850	51850	56350	62650	66200	66900	71700	75850	75200	74050	75350	61050	
Median	35150	36200	38800	39600	39650	41950	45550	46400	47700	50550	54150	56650	57250	60600	62700	63500	63550	64950	50650	
Lower Quartile	33650	34700	35900	36600	36100	37350	41450	41150	43650	45600	48350	48850	49900	52700	52800	56050	56550	55550	42300	
Lower Decile	32350	33500	33200	33800	33400	32800	37950	37200	39150	41200	43800	44200	43900	45150	47800	48850	48900	47550	36450	
Mean	36800	37100	39700	40050	39900	41600	45900	46300	47950	51300	56500	58850	59950	64700	67150	68250	67950	68400	53850	
Supporting Data																				
Total Number	2088	3168	3375	2833	2790	3033	3897	3694	2942	8992	7565	5426	5676	5382	4226	3588	3042	4205	75924	
$125,000 or More	0	0	0	0	2	0	0	0	0	2	3	7	13	58	64	37	39	67	292	
Less Than $22000	0	0	0	0	0	142	0	0	0	0	0	0	0	1	0	0	0	0	144	

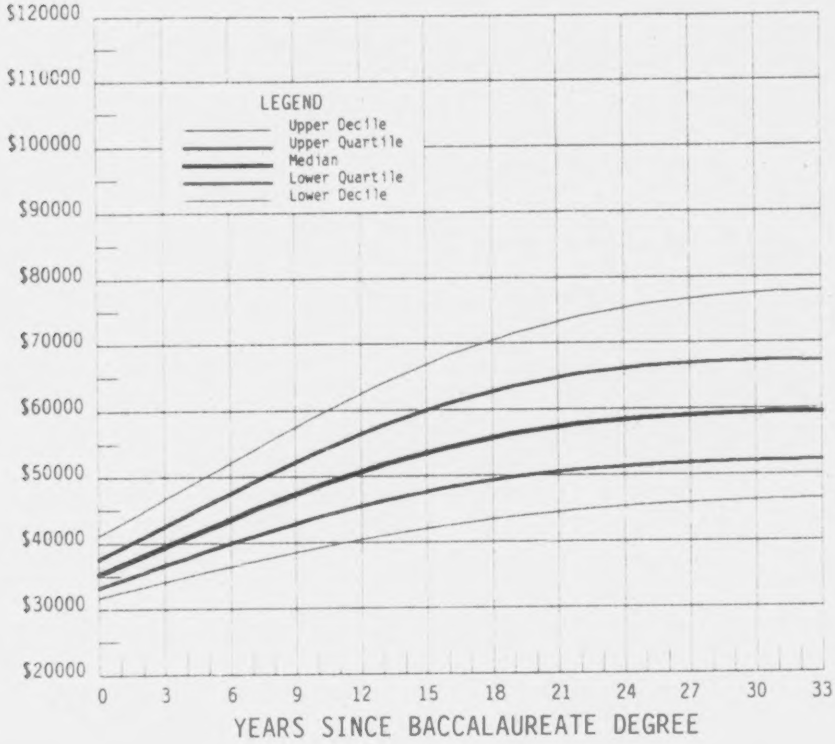
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	57100	60250	63450	69850	79300	88100	95900	102450	107600	111450	114050	116800	95000	3.2
Upper Quartile	0	0	0	0	0	0	52900	55600	58250	63350	70150	75850	80250	83550	85900	87450	88350	89200	77350	3.6
Median	0	0	0	0	0	0	48650	50850	52950	56850	61950	66000	69050	71250	72800	73800	74400	74900	65450	3.6
Lower Quartile	0	0	0	0	0	0	43350	45000	46550	49550	53500	56850	59550	61600	63100	64150	64850	65550	55050	3.2
Lower Decile	0	0	0	0	0	0	40700	42000	43250	45600	48600	51050	52900	54300	55300	56000	56400	56800	46800	3.4
Mean	0	0	0	0	0	0	49100	51350	53600	57850	63600	68450	72350	75300	77450	78950	79900	80750	68950	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59200	58350	63650	70350	80950	85350	89150	109450	112400	114500	113750	112500	95000	
Upper Quartile	0	0	0	0	0	0	57200	52250	58050	62450	72600	75800	74700	84500	88550	91100	88100	88300	77350	
Median	0	0	0	0	0	0	51950	45650	51550	57100	65300	65800	62450	73500	77200	74050	74150	74450	65450	
Lower Quartile	0	0	0	0	0	0	48350	33600	46600	51850	57050	57750	53200	61550	66000	64850	66850	65200	55050	
Lower Decile	0	0	0	0	0	0	43150	32650	44400	47750	50500	51300	50300	52700	57650	57250	57500	55800	46800	
Mean	0	0	0	0	0	0	52350	45250	53400	58450	66350	67950	66750	77050	80750	80300	80200	79650	68950	
Supporting Data																				
Total Number	30	213	133	118	93	155	530	456	376	1708	2181	1938	2050	1856	1482	1273	965	1454	17010	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	2	5	13	57	64	34	32	61	271	
Less Than.$22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41150	42900	44750	46600	48450	50300	52150	53950	55750	59250	64050	68200	71500	74050	75850	77000	77700	78300	64600	2.2
Upper Quartile	37600	39250	40900	42550	44200	45900	47500	49100	50700	53700	57700	61050	63550	65350	66450	67050	67300	67250	56150	2.2
Median	35250	36650	38050	39450	40850	42200	43550	44900	46150	48600	51800	54400	56400	57800	58650	59150	59400	59350	47850	2.2
Lower Quartile	33200	34400	35500	36650	37750	38850	39950	40950	41950	43850	46300	48300	49800	50850	51550	51950	52150	52250	40450	2.2
Lower Decile	31650	32500	33300	34100	34900	35650	36400	37150	37850	39200	41000	42550	43800	44750	45450	45950	46250	46500	35550	3.6
Mean	35700	37050	38450	39850	41200	42600	43950	45250	46550	49000	52350	55100	57350	59000	60150	60900	61350	61700	49500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43800	41550	50000	46050	45800	50850	52450	55200	55250	59400	63500	67300	72550	71600	75750	78350	77650	79650	64600	
Upper Quartile	37700	38800	42100	43300	42500	45650	48750	50700	51200	54050	57600	59250	62600	63950	65300	66800	67350	70550	56150	
Median	35150	35900	38700	39550	39500	41700	44900	46450	47300	49200	51300	52200	54750	57450	57950	60200	60850	60400	47850	
Lower Quartile	33650	34650	35750	36500	35950	37000	40900	41550	43050	44800	47250	46800	47850	50250	51050	52500	54000	52500	40450	
Lower Decile	32350	33350	33100	33700	33300	32450	37450	38250	38700	40050	42150	42000	41850	43800	46050	46600	47600	45800	35550	
Mean	36750	36850	39450	39950	39600	41200	44900	46450	47150	49600	52500	53750	56150	58200	59800	61650	62250	62500	49500	
Supporting Data																				
Total Number	2058	2955	3242	2715	2696	2878	3367	3238	2567	7284	5385	3488	3627	3527	2745	2315	2077	2751	58914	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	1	1	2	7	6	21	
Less Than $22000	0	0	0	0	0	142	0	0	0	0	0	0	0	1	0	0	0	0	144	

1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38950	41000	43050	45150	47300	49500	51700	53900	56150	60600	67000	72950	78150	82400	85650	88000	89500	90800	70850	3.6
Upper Quartile	36650	38400	40200	42050	43850	45750	47600	49400	51250	54800	59700	63850	67150	69600	71200	72150	72650	72800	58500	2.2
Median	34800	36250	37700	39150	40600	42000	43450	44850	46200	48850	52400	55400	57750	59500	60700	61500	61900	62200	48400	2.2
Lower Quartile	32950	34100	35250	36400	37500	38650	39750	40800	41850	43800	46450	48650	50450	51750	52700	53300	53700	54050	40400	2.2
Lower Decile	31600	32350	33100	33850	34600	35350	36100	36850	37600	39050	41050	42850	44350	45600	46500	47150	47550	47900	35450	3.6
Mean	34900	36400	37900	39400	40900	42450	43950	45400	46900	49700	53650	57200	60150	62550	64400	65700	66600	67400	51550	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	39650	41000	43850	45450	45550	47500	51450	52700	55750	61150	71500	72850	74850	82750	89450	89050	85300	88600	70850	
Upper Quartile	36550	38950	40250	42250	42250	44700	48050	49600	50950	55450	62200	63000	63900	68450	71500	72900	72550	74250	58500	
Median	34900	36050	37800	39050	39350	40900	44650	45500	46950	49850	52750	53900	55550	59500	60900	61850	62450	63200	48400	
Lower Quartile	33450	34700	35150	36300	35800	35900	40650	40300	42850	45000	47750	47500	48900	52000	51950	53250	55050	54150	40400	
Lower Decile	32300	33450	32650	33450	33350	31350	37150	36300	38400	40150	42900	42950	42650	45550	46350	47250	48300	46800	35450	
Mean	35500	36850	37900	39350	39550	39900	44500	45150	47150	50500	55750	56600	57900	63300	65150	66000	66050	66650	51550	
Supporting Data																				
Total Number	1889	3062	2721	2396	2442	2415	2914	2881	2230	6830	5564	3701	4307	3408	2539	2254	2029	3163	56744	
$125,000 or More	0	0	0	0	2	0	0	0	0	2	2	5	8	49	52	24	21	54	219	
Less Than $22000	0	0	0	0	0	142	0	0	0	0	0	0	0	1	0	0	0	0	143	

1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53250	56200	59200	62200	68300	77300	85700	93200	99550	104600	108400	111000	113700	90000	3.2
Upper Quartile	0	0	0	0	0	48600	51000	53500	55950	60800	67700	73700	78350	81700	83700	84700	84950	84400	74050	2.2
Median	0	0	0	0	0	45200	47150	49050	50950	54550	59550	63750	66950	69200	70550	71250	71500	71200	62400	2.2
Lower Quartile	0	0	0	0	0	40850	42350	43850	45300	48100	51950	55250	57850	59850	61200	62050	62550	62900	52450	2.2
Lower Decile	0	0	0	0	0	38800	40050	41300	42450	44600	47400	49650	51350	52650	53550	54150	54500	54850	44800	3.6
Mean	0	0	0	0	0	46050	48200	50300	52400	56350	61700	66250	69850	72650	74700	76100	77000	77800	66200	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55350	55150	56550	62750	71150	78950	84050	83000	108850	114500	112050	110500	109900	90000	
Upper Quartile	0	0	0	0	0	51450	52300	50500	57400	62450	71750	71450	70850	81750	90100	86250	82850	86250	74050	
Median	0	0	0	0	0	46900	50650	44250	50750	56900	64700	62700	58900	68800	72850	71700	73100	73600	62400	
Lower Quartile	0	0	0	0	0	43400	45750	33350	46150	51600	56450	55150	52350	57950	62450	64000	64850	63450	52450	
Lower Decile	0	0	0	0	0	39750	42050	32550	44200	46200	49950	50150	50200	48550	54650	56300	56050	54550	44800	
Mean	0	0	0	0	0	47800	49900	43500	52550	58200	65250	65400	63650	73550	78900	77750	77650	77800	66200	
Supporting Data																				
Total Number	30	207	97	109	84	120	352	389	312	1098	1722	1250	1569	1155	853	808	668	1132	11955	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	2	3	8	49	51	24	17	49	206	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39200	41050	42900	44750	46650	48500	50400	52250	54100	57650	62450	66500	69700	72000	73500	74350	74750	74850	62600	2.2
Upper Quartile	36900	38450	40050	41650	43250	44850	46450	48000	49500	52400	56300	59500	62000	63800	64950	65650	65950	66000	53450	2.2
Median	34900	36250	37600	38950	40250	41600	42900	44150	45350	47650	50700	53150	55000	56300	57100	57550	57750	57750	45950	2.2
Lower Quartile	32900	34050	35150	36200	37300	38350	39350	40350	41300	43100	45450	47350	48750	49800	50450	50850	51050	51150	39000	2.2
Lower Decile	31750	32350	33000	33650	34350	35000	35700	36350	37000	38300	40150	41750	43100	44100	44850	45400	45700	45950	34850	3.8
Mean	35050	36400	37750	39100	40450	41750	43050	44350	45600	47950	51150	53850	55950	57500	58600	59300	59700	60050	47600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39500	41000	43650	45300	45100	46850	49850	52450	54200	59000	62800	64850	71450	70100	72300	75400	74000	75450	62600	
Upper Quartile	36450	38500	40150	42050	42000	44300	47000	49550	50000	53250	55800	57400	61400	63950	63450	64600	65800	68650	53450	
Median	34900	35850	37700	38950	39200	40600	44200	45650	46500	48700	50250	50000	53100	57350	56800	57850	58900	58750	45950	
Lower Quartile	33450	34600	35050	36200	35700	35700	40100	40800	42200	44400	46350	45700	46900	50450	50450	50500	52250	51150	39000	
Lower Decile	32300	33300	32600	33400	33300	31050	36800	37750	37900	39250	41300	41150	40750	45250	45100	44600	47300	44850	34850	
Mean	35350	36650	37800	39200	39200	39500	43750	45400	46300	49050	51450	52100	54600	58050	58150	59400	60350	60500	47600	
Supporting Data																				
Total Number	1859	2855	2624	2287	2358	2295	2562	2492	1917	5732	3842	2452	2738	2253	1686	1446	1361	2031	44789	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	0	0	1	1	3	5	13	
Less Than $22000	0	0	0	0	0	142	0	0	0	0	0	0	0	1	0	0	0	0	143	

1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46350	48700	51100	53500	55950	58400	60850	65650	72550	78850	84400	89000	92650	95400	97350	99500	78550	3.0
Upper Quartile	0	0	43850	45850	47850	49850	51800	53800	55750	59500	64550	68800	72050	74300	75700	76400	76700	76450	65250	2.2
Median	0	0	40500	42150	43800	45500	47100	48700	50250	53150	57000	60050	62200	63600	64350	64600	64550	64000	55900	2.2
Lower Quartile	0	0	38200	39450	40700	41950	43150	44300	45450	47550	50300	52500	54150	55300	56000	56400	56600	56550	48500	2.2
Lower Decile	0	0	35900	36950	37900	38850	39750	40650	41450	43000	44900	46400	47450	48150	48550	48750	48800	48650	42450	2.2
Mean	0	0	41000	42700	44400	46100	47800	49450	51100	54250	58550	62100	64900	66950	68300	69100	69500	69650	59200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52700	49350	48850	55550	57900	58750	57700	63550	72300	79000	86800	89900	90100	103900	94200	96850	78550	
Upper Quartile	0	0	51200	45000	45400	53900	54750	56150	53050	57750	62700	70750	73000	71700	74450	79150	74850	80000	65250	
Median	0	0	43300	41700	42050	46600	50850	49700	49900	52100	56600	61200	62450	60200	62750	66300	63750	68350	55900	
Lower Quartile	0	0	41300	38800	38950	42200	44900	45200	45900	47950	49850	53700	53650	52100	52800	57650	60150	59450	48500	
Lower Decile	0	0	38900	35200	34550	39300	40950	40400	42100	44000	46000	47400	47450	41000	49450	51950	50900	50600	42450	
Mean	0	0	45600	42450	42200	47750	50000	50100	50050	53250	58150	63150	65750	64300	66600	71500	69550	71850	59200	
Supporting Data																				
Total Number	197	103	503	277	341	582	960	759	658	1997	1801	1566	1182	1566	1308	968	846	859	16471	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	8	4	8	10	7	44	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58350	61800	65250	72250	82550	92150	100500	107400	112650	116350	118750	120850	104950	3.6
Upper Quartile	0	0	0	0	0	0	52650	55450	58300	64050	72400	79850	85950	90400	93200	94700	95200	94750	79600	2.2
Median	0	0	0	0	0	0	49700	52050	54400	58900	65100	70100	73700	75900	76900	77000	76550	75000	69100	2.2
Lower Quartile	0	0	0	0	0	0	46400	48300	50200	53850	58750	62700	65550	67350	68300	68550	68400	67550	59100	2.2
Lower Decile	0	0	0	0	0	0	44200	45850	47500	50550	54500	57450	59400	60450	60750	60600	60150	58950	52600	2.2
Mean	0	0	0	0	0	0	50550	53050	55550	60500	67450	73350	77850	80800	82400	83000	82900	81750	73200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59650	64800	72150	67850	93250	85300	108100	115000	111550	115950	116100	113550	104950	
Upper Quartile	0	0	0	0	0	0	58950	56750	60700	61750	74750	78050	82800	95400	89500	98900	95950	93300	79600	
Median	0	0	0	0	0	0	57700	52350	54050	57250	66650	69500	72350	75800	75750	76300	76050	78700	69100	
Lower Quartile	0	0	0	0	0	0	56500	48600	49300	52000	59650	62100	64000	67800	69150	66100	69050	70500	59100	
Lower Decile	0	0	0	0	0	0	50500	45650	47250	50400	54300	60050	53800	59400	60850	58500	62600	62650	52600	
Mean	0	0	0	0	0	0	57200	54500	56950	58450	70100	72050	75900	82200	81000	82650	83650	83900	73200	
Supporting Data																				
Total Number	0	6	36	6	10	33	178	63	57	596	410	654	439	447	381	388	250	277	4231	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	7	4	7	9	6	40	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46900	48650	50450	52200	54000	55750	57450	60800	65450	69500	72900	75550	77550	79000	79950	81000	67850	2.2
Upper Quartile	0	0	44400	46000	47650	49200	50800	52300	53750	56500	60050	62900	64950	66300	67100	67450	67500	67200	59750	2.2
Median	0	0	40650	42100	43550	44950	46350	47650	48950	51350	54400	56750	58450	59500	60100	60300	60250	59850	52600	2.2
Lower Quartile	0	0	38350	39400	40500	41550	42550	43500	44450	46200	48450	50250	51600	52550	53150	53500	53700	53750	46450	2.2
Lower Decile	0	0	35800	36750	37650	38500	39300	40050	40800	42100	43750	44950	45700	46200	46400	46450	46400	46100	41250	2.2
Mean	0	0	41200	42600	44000	45350	46700	48000	49250	51650	54800	57350	59350	60750	61700	62250	62500	62650	54400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52200	49050	48500	55450	54900	58600	56450	59750	63900	69850	74900	71900	76750	82150	78300	86050	67850	
Upper Quartile	0	0	50800	44750	45150	53800	52750	56150	52700	55150	59200	61950	65050	62950	66050	69400	66900	73050	59750	
Median	0	0	43050	41600	41900	46250	49550	49450	49600	50200	54400	55800	58050	56850	58400	61300	62050	63450	52600	
Lower Quartile	0	0	41200	38750	38900	42100	43700	44900	45550	46550	48800	49800	50900	48350	51500	54800	57550	56800	46450	
Lower Decile	0	0	38800	35150	34400	39200	40250	40100	41750	42550	44800	44950	47050	40100	47350	48950	48250	47750	41250	
Mean	0	0	44850	42300	41950	47400	48350	49700	49400	51000	54600	56800	59750	57200	60700	64050	63600	66150	54400	
Supporting Data																				
Total Number	197	97	467	270	332	549	782	696	601	1400	1391	912	743	1119	927	580	595	582	12240	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62150	65350	71500	79900	86900	92350	96200	98700	100200	100950	101400	91350	4.4
Upper Quartile	0	0	0	0	0	0	0	56950	59650	64750	71350	76550	80450	83150	84900	85900	86450	86800	81750	4.4
Median	0	0	0	0	0	0	0	53000	55300	59450	64600	68450	71150	73000	74200	74950	75400	75700	66900	3.8
Lower Quartile	0	0	0	0	0	0	0	48350	50200	53650	58000	61350	63900	65700	66900	67700	68200	68600	56650	3.6
Lower Decile	0	0	0	0	0	0	0	44550	46050	48800	52400	55250	57450	59050	60200	60950	61400	61900	50350	3.2
Mean	0	0	0	0	0	0	0	53400	55750	60200	66000	70550	73950	76300	77800	78700	79100	79400	70500	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	76250	0	62950	63900	70950	75350	87800	92400	88800	99150	99350	113750	115000	91350	
Upper Quartile	0	0	0	0	0	56200	0	59200	60400	63400	70700	74150	79600	84050	84350	82600	90150	93650	81750	
Median	0	0	0	0	0	54550	0	55600	56100	58250	61700	65700	66800	80800	81400	65000	77600	77300	66900	
Lower Quartile	0	0	0	0	0	53100	0	51600	49650	53100	55500	58550	58850	69350	76150	61900	68550	66250	56650	
Lower Decile	0	0	0	0	0	51050	0	49500	43850	47400	50900	53200	56200	59500	64700	60450	61000	58200	50350	
Mean	0	0	0	0	0	57100	0	56000	56050	59400	63150	68100	71100	77650	82400	73850	82650	82300	70500	
Supporting Data																				
Total Number	3	3	151	161	7	36	23	53	55	166	200	159	186	408	379	367	167	184	2708	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	9	4	8	7	29	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

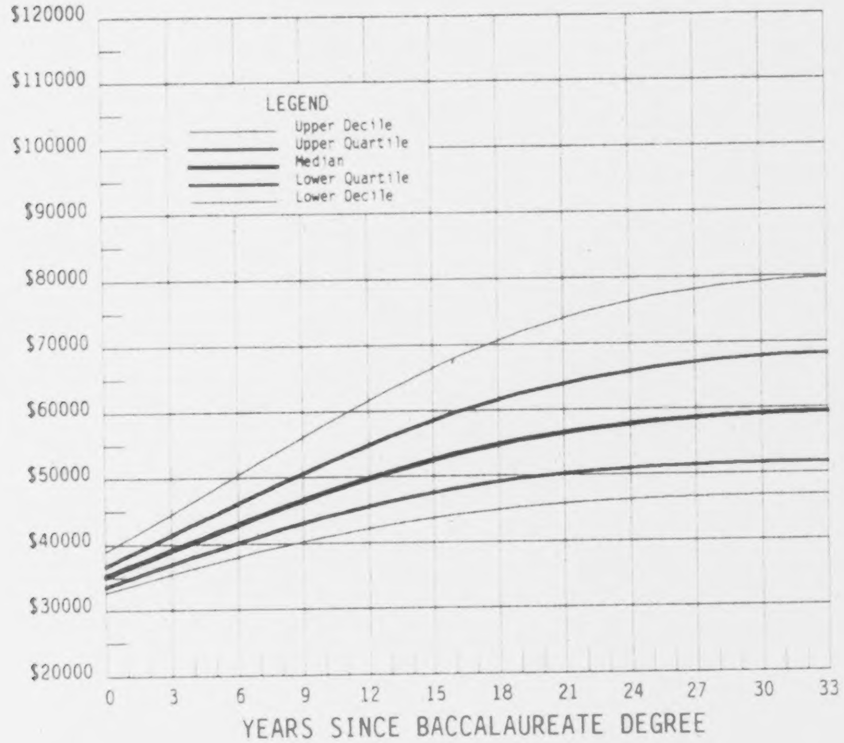
1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	77200	86500	93850	99300	103000	105350	106700	107400	107850	110950	4.4
Upper Quartile	0	0	0	0	0	0	0	0	0	72500	79750	84850	88200	90350	91600	92250	92600	92800	89300	4.4
Median	0	0	0	0	0	0	0	0	0	68900	75450	79850	82700	84450	85450	86000	86300	86450	82800	4.4
Lower Quartile	0	0	0	0	0	0	0	0	0	63600	70000	74600	77650	79600	80800	81500	81850	82100	79100	4.0
Lower Decile	0	0	0	0	0	0	0	0	0	57600	63500	68050	71300	73550	75000	75950	76450	76900	72150	3.6
Mean	0	0	0	0	0	0	0	0	0	68000	75300	80800	84650	87250	88800	89750	90200	90450	86700	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	105950	80600	110350	115700	89100	106600	120600	131200	133200	110950	
Upper Quartile	0	0	0	0	0	0	0	0	0	90450	75100	94050	101750	84750	84600	107900	113550	115950	89300	
Median	0	0	0	0	0	0	0	0	0	76050	73450	82850	85650	82650	82500	92100	92550	94000	82800	
Lower Quartile	0	0	0	0	0	0	0	0	0	63300	69900	73600	76650	80500	80450	82800	80800	79800	79100	
Lower Decile	0	0	0	0	0	0	0	0	0	59500	59900	64900	68200	77300	77250	69150	70500	73650	72150	
Mean	0	0	0	0	0	0	0	0	0	78600	72300	84950	88800	83850	86850	95050	98600	99850	86700	
Supporting Data																				
Total Number	0	0	0	3	0	2	0	4	7	14	48	34	41	254	248	77	46	45	823	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	9	4	5	5	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54400	57200	59950	62600	67600	74150	79350	83200	85850	87550	88500	89000	89300	82050	4.4
Upper Quartile	0	0	0	0	0	51350	54000	56500	58800	62900	67700	71150	73450	74900	75750	76250	76500	76650	69650	4.4
Median	0	0	0	0	0	48950	51200	53300	55200	58400	61850	64050	65400	66200	66600	66850	67000	67050	61150	4.4
Lower Quartile	0	0	0	0	0	45100	47000	48750	50400	53200	56400	58600	60050	60950	61500	61800	61950	62050	52800	4.4
Lower Decile	0	0	0	0	0	41900	43450	44950	46350	48850	51850	54050	55600	56650	57300	57650	57850	57950	47250	4.4
Mean	0	0	0	0	0	48650	50950	53100	55100	58650	62900	65950	68000	69350	70150	70600	70850	71000	63400	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	61450	62900	61000	63250	67400	70250	75050	81650	86750	91950	83650	93500	100950	82050	
Upper Quartile	0	0	0	0	0	55800	58800	58450	59600	62400	64350	69900	71750	73350	81050	71250	83500	85050	69650	
Median	0	0	0	0	0	54400	55500	54950	55900	57650	59350	62900	63250	64650	71350	63350	72950	72500	61150	
Lower Quartile	0	0	0	0	0	53000	50900	51400	48700	52350	54150	57300	57900	58900	64050	61450	66400	64050	52800	
Lower Decile	0	0	0	0	0	51000	47000	49300	43500	47100	50350	52050	55500	53250	58900	60300	59600	57100	47250	
Mean	0	0	0	0	0	55700	57250	55000	54900	57600	60250	63550	66100	67450	74050	68150	76550	76550	63400	
Supporting Data																				
Total Number	3	3	151	158	7	34	23	49	48	152	152	125	145	154	131	290	121	139	1886	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

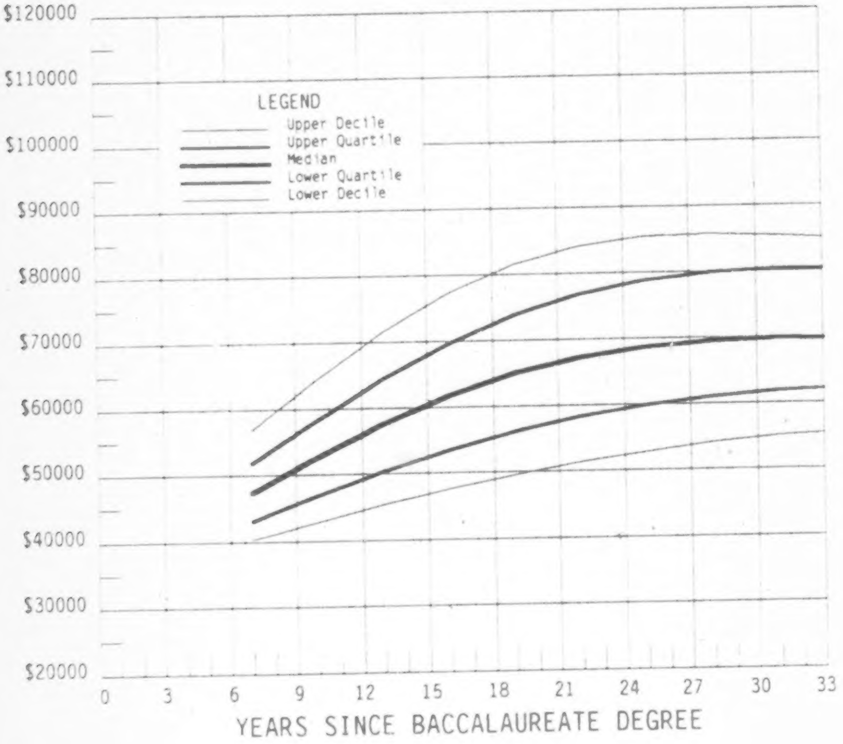
SALARY CURVES FOR ENGINEERS IN BASIC METALS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: BASIC METALS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38900	40750	42600	44500	46450	48400	50350	52300	54200	58000	63350	68050	71900	74900	77100	78550	79450	80250	65550	2.2
Upper Quartile	36700	38250	39800	41350	42950	44500	46050	47600	49150	52050	56100	59650	62500	64700	66300	67400	68100	68800	55400	2.2
Median	35150	36450	37750	39050	40350	41650	42900	44150	45350	47650	50750	53350	55400	56950	58050	58800	59250	59650	48100	2.2
Lower Quartile	33600	34700	35850	36950	38050	39100	40150	41150	42150	43950	46300	48150	49600	50550	51200	51550	51700	51750	41300	2.2
Lower Decile	32650	33600	34500	35400	36300	37150	38000	38800	39550	40950	42750	44150	45200	45900	46350	46600	46750	46750	37200	2.2
Mean	35700	37050	38350	39700	41050	42400	43700	44950	46200	48600	51850	54600	56800	58500	59700	60500	61050	61550	49850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43700	42500	41000	44900	43500	54300	48950	52300	57350	56700	64800	68700	71500	69200	77100	73000	82150	86100	65550	
Upper Quartile	38200	37700	39750	40850	40850	48500	45800	48650	50900	51800	55400	59000	64000	62200	64500	65250	73850	69650	55400	
Median	35150	36100	37750	39150	39700	44000	41900	44800	46700	47550	50550	53300	55150	55100	55550	58000	67000	59150	48100	
Lower Quartile	33250	34150	36150	37300	38500	40100	38800	40700	43700	43950	47150	45800	49500	49600	50250	51650	59250	49800	41300	
Lower Decile	32400	32900	34550	36100	37150	38100	36300	38350	40600	41350	42800	42000	45600	45700	45600	47500	53700	44100	37200	
Mean	36700	37200	38500	39950	39950	44750	42250	45100	47700	48300	52300	53800	57400	56400	58250	58750	67050	61450	49850	
Supporting Data																				
Total Number	31	35	61	57	27	44	48	52	53	163	146	81	76	64	46	35	37	51	1107	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

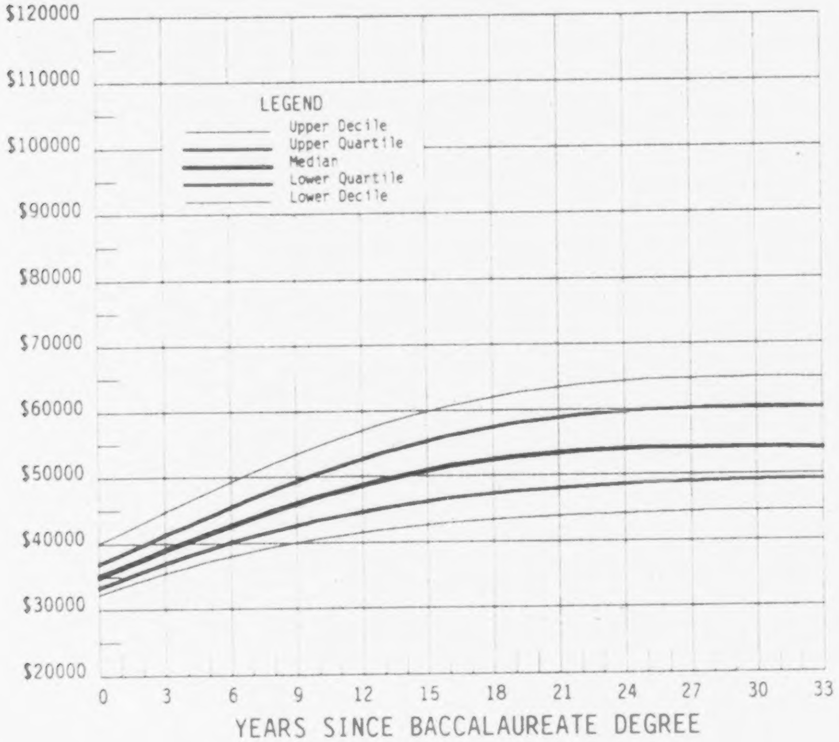
SALARY CURVES FOR ENGINEERS IN BASIC METALS SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: BASIC METALS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	56800	59400	64500	71500	77250	81500	84150	85450	85700	85400	83850	78450	2.2
upper Quartile	0	0	0	0	0	0	0	51800	54000	58300	64400	69650	73850	76850	78800	79900	80350	80250	69500	2.2
Median	0	0	0	0	0	0	0	47350	49150	52700	57600	61750	65000	67250	68700	69500	69800	69650	57900	2.2
Lower Quartile	0	0	0	0	0	0	0	43100	44400	46900	50400	53500	56150	58250	59850	61050	61850	62850	48150	2.2
Lower Decile	0	0	0	0	0	0	0	40300	41150	42900	45350	47600	49600	51350	52800	54050	55000	56450	41000	2.2
Mean	0	0	0	0	0	0	0	47850	49650	53100	57900	61950	65250	67650	69250	70200	70700	70900	59050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	68000	57200	62800	74150	79200	79050	77600	79600	82000	87000	89500	78450	
Upper Quartile	0	0	0	0	0	0	0	51500	53750	58800	66150	70500	71400	73350	77800	72000	81650	85000	69500	
Median	0	0	0	0	0	0	0	48000	48500	53000	57500	62000	65500	65350	70000	64000	74400	69350	57900	
Lower Quartile	0	0	0	0	0	0	0	44750	46100	47250	49900	51900	55250	56000	61500	61000	70650	60000	48150	
Lower Decile	0	0	0	0	0	0	0	41000	44850	42800	45950	47600	48050	49400	45500	51800	66400	57100	41000	
Mean	0	0	0	0	0	0	0	49450	49850	52950	58800	61950	64300	64850	67150	66350	75600	72000	59050	
Supporting Data																				
Total Number	5	3	5	8	3	4	5	10	14	38	43	22	27	16	15	12	16	24	270	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN BASIC METALS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: BASIC METALS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40050	41600	43200	44750	46300	47800	49300	50750	52100	54700	58050	60700	62600	63850	64550	64800	64850	64500	58450	2.2
Upper Quartile	36900	38350	39800	41250	42650	44050	45450	46800	48100	50500	53650	56150	58000	59200	59900	50200	60300	60050	52350	2.2
Median	35000	36350	37650	38950	40200	41450	42650	43800	44900	46950	49500	51500	52850	53650	54050	54100	54050	53600	46300	2.2
Lower Quartile	33300	34550	35800	36950	38050	39100	40100	41000	41850	43400	45200	46600	47600	48250	48750	49050	49200	49350	40250	3.6
Lower Decile	32250	33400	34450	35450	36350	37250	38000	38750	39400	40550	41900	42850	43550	44000	44250	44450	44500	44600	36650	4.2
Mean	35900	37150	38400	39650	40850	42000	43150	44250	45350	47300	49750	51650	53050	53900	54400	54550	54550	54300	46900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40550	42800	40900	47300	43600	54200	49000	51350	57450	53500	55950	60100	63300	62950	63250	66250	69800	64600	58450	
Upper Quartile	37800	37750	39650	41300	40800	47750	45250	47750	50150	49800	52650	55850	58150	58850	60150	59400	66200	58500	52350	
Median	35350	35800	37650	39450	39600	43600	41800	44000	45850	46650	49400	50500	52250	53900	53250	54900	61500	50750	46300	
Lower Quartile	33400	34000	36100	37600	38400	40000	38600	40150	42400	43450	46100	43950	48600	48500	49250	49750	55250	45300	40250	
Lower Decile	32400	32800	34650	35950	36950	38000	36100	38050	39750	41200	41850	41500	43900	44900	45650	42950	50300	40550	36650	
Mean	36350	37200	38500	40250	39900	44450	42050	44050	46950	46850	49550	50750	53550	53600	53900	54800	60550	52050	46900	
Supporting Data																				
Total Number	26	32	56	49	24	40	43	42	39	125	103	59	49	48	31	23	21	27	837	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: BASIC METALS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37450	39050	40650	42250	43900	45550	47250	48950	50600	53950	58800	63350	67400	70900	73750	76050	77800	80200	62400	2.2
Upper Quartile	36300	37650	39050	40450	41850	43250	44650	46050	47400	50050	53800	57100	59900	62200	64050	65400	66350	67600	53100	2.2
Median	34850	36050	37250	38450	39650	40800	41950	43100	44200	46300	49150	51550	53550	55100	56250	57050	57600	58250	46200	2.2
Lower Quartile	33400	34500	35550	36600	37600	38600	39550	40500	41400	43050	45250	47000	48350	49300	49950	50350	50550	50700	39850	2.2
Lower Decile	32200	33200	34150	35100	36000	36850	37650	38400	39100	40400	42050	43300	44250	44900	45350	45650	45800	45950	36300	4.0
Mean	34850	36100	37350	38600	39800	41050	42250	43450	44600	46850	49900	52550	54750	56450	57800	58700	59350	60150	47850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	37800	40300	40800	43600	48100	47900	50400	54800	54800	57100	61800	67600	65100	76950	74600	75600	86250	62400	
Upper Quartile	36750	37000	39050	39900	40800	45800	44750	46650	48100	50750	52500	55700	62700	59400	61750	65000	72600	67200	53100	
Median	34350	35550	37300	38300	39600	42750	40850	43600	45250	46550	49350	49500	55100	52700	53250	55500	65500	58300	46200	
Lower Quartile	33000	33900	35850	36800	38400	39400	37900	40150	42250	43500	45900	43950	49750	47750	48350	50450	58250	49000	39850	
Lower Decile	32300	32750	34400	35600	36950	36900	35500	37200	39450	41100	42150	42000	46550	44550	44300	43550	54500	42500	36300	
Mean	35600	35500	37400	38300	39900	42650	41100	43600	45900	47300	49650	51150	56650	53400	55600	57900	65150	60250	47850	
Supporting Data																				
Total Number	26	30	53	42	24	29	35	36	34	106	99	51	57	39	33	27	25	40	786	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

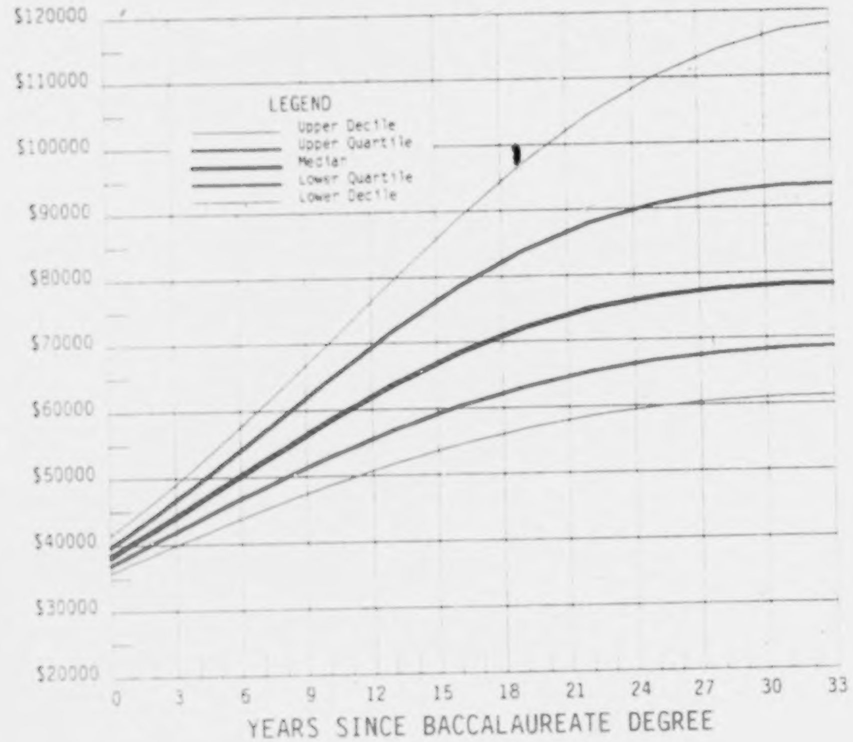
1992 ENGINEERING SALARY STATISTICS: BASIC METALS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37250	38850	40500	42100	43750	45300	46900	48450	49900	52700	56400	59300	61400	62750	63500	63800	63800	63400	56150	2.2
Upper Quartile	36000	37450	38900	40350	41750	43150	44500	45850	47100	49450	52500	54850	56500	57500	58000	58150	58100	57650	50600	2.2
Median	34550	35850	37100	38350	39600	40750	41900	43050	44100	46050	48500	50350	51600	52350	52650	52700	52600	52150	44700	2.2
Lower Quartile	33000	34250	35450	36550	37600	38650	39600	40500	41300	42800	44600	45950	46950	47600	48050	48350	48500	48650	39100	4.0
Lower Decile	32200	33150	34050	34950	35800	36600	37350	38100	38750	40000	41500	42650	43500	44100	44500	44750	44850	44950	35850	4.2
Mean	34450	35850	37250	38600	39900	41100	42250	43350	44400	46250	48550	50300	51600	52500	53100	53500	53700	53900	45500	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	37950	37800	40300	40950	43850	47400	48150	49850	50900	52850	54900	57400	63400	62000	62150	64800	70000	61800	56150	
Upper Quartile	36400	36800	39000	40050	40700	45500	44250	46550	46550	49550	51900	54400	58650	56500	55400	58000	65650	55750	50600	
Median	34500	35200	37300	38550	39500	42500	40800	43250	44000	46050	48950	48300	52600	51500	51800	53000	60650	49500	44700	
Lower Quartile	33050	33700	35850	36800	38300	39250	37500	40000	41000	43250	45500	43400	49150	46700	48200	48500	55750	44250	39100	
Lower Decile	32300	32700	34550	35200	36750	36600	35100	36400	38850	41100	41700	41800	45800	44000	44600	42200	53500	39650	35850	
Mean	34850	35350	37[illegible]50	38400	39800	42250	40900	43350	44400	46450	48850	48950	53800	51800	52300	53200	60550	50050	45500	
Supporting Data																				
Total Number	21	27	49	34	21	26	31	32	24	86	76	39	36	30	24	18	15	21	610	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: BASIC METALS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51200	53750	56250	58650	63250	69300	74200	78000	80750	0	0	0	0	71250	4.2
Upper Quartile	0	0	0	0	0	47800	49900	51850	53750	57150	61450	64650	67000	68600	0	0	0	0	60650	4.4
Median	0	0	0	0	0	44050	45600	47050	48350	50600	53150	54900	56000	56700	0	0	0	0	51400	5.2
Lower Quartile	0	0	0	0	0	41250	42500	43700	44750	46550	48550	49950	50850	51350	0	0	0	0	45150	5.0
Lower Decile	0	0	0	0	0	39100	40000	40750	41500	42650	43700	44050	43900	43350	0	0	0	0	40550	2.2
Mean	0	0	0	0	0	44800	46500	48050	49550	52200	55350	57600	59200	60250	0	0	0	0	53800	4.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	46700	0	56000	52100	54050	60800	59850	74650	76800	77600	74250	0	0	0	0	71250	
Upper Quartile	0	0	0	43450	0	51500	48750	49800	56000	55000	65000	64000	70650	63650	0	0	0	0	60650	
Median	0	0	0	41400	0	44000	43250	47400	50000	49200	56650	55550	53000	55250	0	0	0	0	51400	
Lower Quartile	0	0	0	39650	0	40500	41600	41750	48000	45800	49100	52000	48000	51250	0	0	0	0	45150	
Lower Decile	0	0	0	38650	0	39000	39950	39300	46400	41950	45050	40700	42800	47900	0	0	0	0	40550	
Mean	0	0	0	41950	0	46150	45300	46650	51750	50500	58250	57800	58100	58900	0	0	0	0	53800	
Supporting Data																				
Total Number	5	4	6	11	3	10	13	13	16	52	37	28	16	13	9	7	9	8	260	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

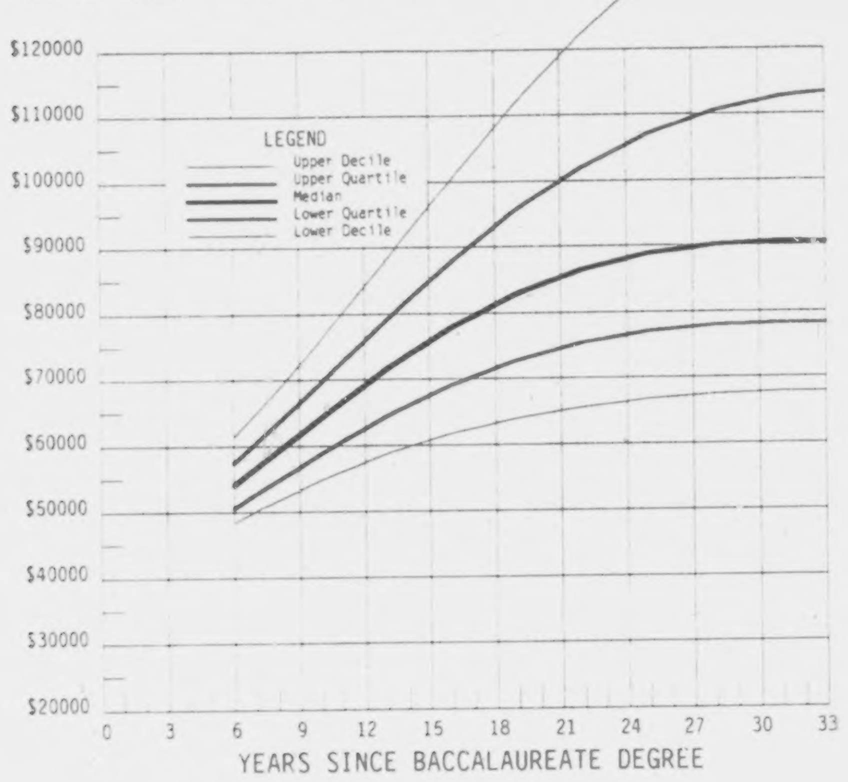
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41500	43900	46400	49050	51800	54650	57550	60550	63650	69950	79500	88800	97200	104400	110050	114250	117100	120400	90700	2.2
Upper Quartile	39700	41900	44250	46600	49050	51550	54100	56700	59250	64400	71850	78450	83900	87950	90750	92450	93300	93600	75300	2.2
Median	38250	40200	42150	44150	46150	48200	50250	52300	54300	58250	63700	68400	72150	74850	76600	77650	78150	78250	62350	2.2
Lower Quartile	37050	38650	40300	41950	43550	45200	46800	48350	49900	52850	56850	60300	63100	65300	66850	67900	68500	69050	49650	3.8
Lower Decile	35850	37200	38500	39850	41150	42450	43750	45000	46250	48600	51800	54550	56800	58500	59750	60600	61100	61500	42100	3.8
Mean	38450	40400	42400	44400	46450	48500	50600	52700	54750	58900	64800	70150	74800	78550	81450	83450	84750	85900	65400	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	42800	43700	45900	48200	50750	54100	56000	59650	62900	71550	81350	90250	94700	100250	106100	116400	120950	122350	90700	
Upper Quartile	40750	42150	43800	45950	47950	50350	52250	56600	58600	65500	73450	78400	82900	87400	89000	91600	94500	94600	75300	
Median	39400	40150	42000	43650	45050	46900	48150	51350	53850	59550	64850	67850	71350	74650	76350	77500	78350	78300	62350	
Lower Quartile	38100	38600	39950	41650	42500	44050	44800	47450	48700	54250	57700	60450	62850	66300	66800	67550	67700	67100	49650	
Lower Decile	36600	37150	38500	39500	40650	41300	41900	44050	45050	49650	52500	55050	56650	59550	59350	60650	60450	59650	42100	
Mean	39600	40350	42050	43900	45500	47250	48750	51850	53950	60150	66050	70600	74300	78800	80100	83100	84950	84850	65400	
Supporting Data																				
Total Number	455	687	801	757	681	524	604	667	608	2953	2180	1625	1583	1519	1425	1255	850	1275	20449	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	17	41	51	81	69	113	372	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	4	

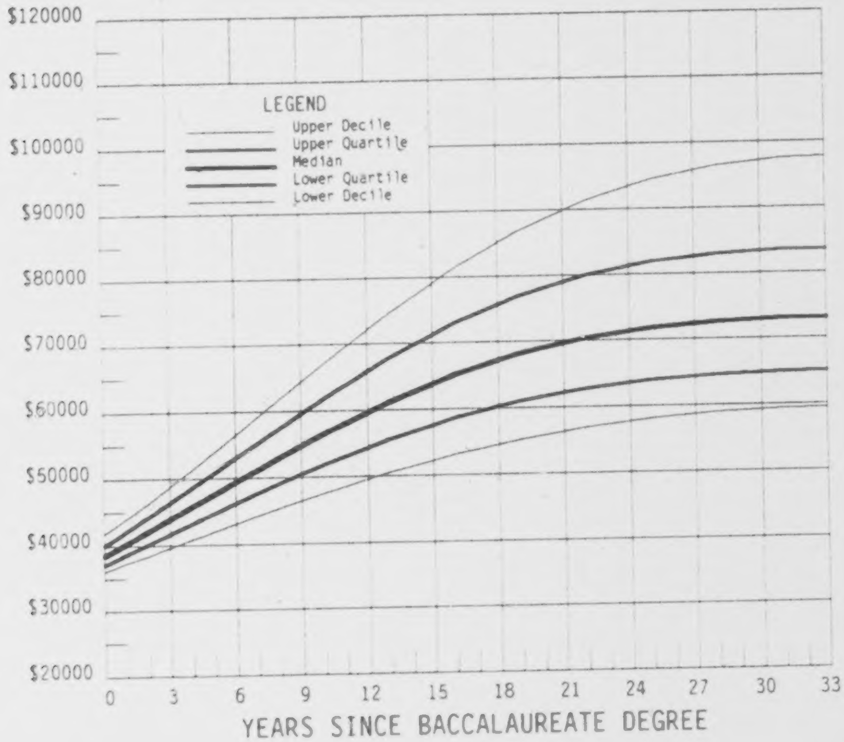
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	61250	64750	68400	76050	88050	100250	111950	122450	131200	138050	143000	149250	115400	2.2
Upper Quartile	0	0	0	0	0	0	57350	60350	63400	69600	78950	87800	95650	102100	107050	110500	112700	114900	91700	2.2
Median	0	0	0	0	0	0	54000	56550	59150	64250	71500	77850	82900	86500	88850	90050	90500	90200	77950	2.2
Lower Quartile	0	0	0	0	0	0	50550	52650	54750	58800	64400	69100	72800	75400	77050	77900	78200	78000	65200	2.2
Lower Decile	0	0	0	0	0	0	48250	50050	51700	54800	58700	61750	64000	65600	66700	67400	67750	68050	55850	4.0
Mean	0	0	0	0	0	0	54200	56850	59500	64800	72600	79700	85750	90500	93900	96150	97450	98450	81800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	60200	63100	66350	78750	89250	99800	108950	119300	123150	144600	148650	153950	115400	
Upper Quartile	0	0	0	0	0	0	56900	58950	62150	71250	81300	89900	92150	97350	99350	113400	116800	122900	91700	
Median	0	0	0	0	0	0	52400	56250	58000	64500	73050	78050	82200	85450	86300	89900	92250	92100	77950	
Lower Quartile	0	0	0	0	0	0	49400	52400	54300	59500	65000	68300	72100	74950	76400	78750	78550	78450	65200	
Lower Decile	0	0	0	0	0	0	47200	47900	51300	55000	59250	61400	63300	68200	65700	68650	66850	66150	55850	
Mean	0	0	0	0	0	0	53200	55600	58500	65800	73700	79850	84250	89550	90600	97350	98950	100700	81800	
Supporting Data																				
Total Number	7	10	35	46	44	30	58	96	128	675	700	561	568	581	551	456	316	400	5262	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	17	39	49	75	60	95	335	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41700	43950	46300	48750	51250	53800	56400	59050	61700	66950	74500	81300	87000	91350	94450	96400	97450	98150	79650	2.2
Upper Quartile	40000	42050	44200	46350	48550	50750	53000	55200	57400	61750	67800	72950	77050	80000	81950	83000	83500	83500	68950	2.2
Median	38450	40250	42050	43850	45700	47550	49400	51200	53000	56450	61150	65100	68200	70400	71800	72600	73000	73000	58150	2.2
Lower Quartile	37050	38600	40100	41650	43200	44700	46200	47650	49100	51850	55550	58600	61000	62750	63900	64600	64950	65100	46500	2.2
Lower Decile	36050	37250	38400	39600	40750	41950	43100	44250	45350	47550	50500	53100	55200	56850	58050	58850	59350	59750	41150	3.8
Mean	38600	40400	42200	44050	45950	47800	49700	51550	53400	56950	61950	66300	69800	72450	74300	75500	76200	76750	59750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42700	43700	45950	47900	50100	54050	55400	59300	61600	68950	75250	80350	84850	89900	92200	93750	98850	102450	79650	
Upper Quartile	40700	42100	43800	45850	47600	50000	51650	55750	57350	63550	68600	72150	74900	78350	80650	82200	84000	86200	68950	
Median	39400	40100	42000	43600	44850	46750	47700	50500	52500	58150	61750	64250	66750	70350	71700	72650	73000	73350	58150	
Lower Quartile	38100	38600	39950	41650	42350	43900	44550	47050	47700	53250	55650	58200	60650	63400	63900	64400	64950	64700	46500	
Lower Decile	36650	37150	38500	39450	40450	41250	41750	43600	44500	48550	50600	53750	54900	57300	57600	59500	59100	58300	41150	
Mean	39500	40300	42100	43750	45100	47100	48300	51200	52750	58500	62400	65700	68750	72150	73500	75000	76650	77600	59750	
Supporting Data																				
Total Number	448	677	766	711	637	494	546	571	480	2278	1480	1064	1015	938	874	799	534	875	15187	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	6	9	18	37	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	4	

1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41200	43650	46250	48950	51750	54650	57650	60750	63900	70400	80200	89600	98000	105000	110300	114050	116500	118850	88150	2.2
Upper Quartile	39400	41700	44100	46550	49050	51600	54250	56850	59550	64800	72250	78750	83900	87550	89850	91000	91350	90850	73400	2.2
Median	38050	40000	42000	44100	46150	48250	50350	52450	54500	58500	63950	68500	71900	74200	75550	76150	76250	75650	60700	2.2
Lower Quartile	36950	38600	40200	41850	43500	45100	46700	48300	49800	52750	56700	60050	62650	64600	65900	66750	67200	67550	47550	4.2
Lower Decile	35800	37100	38450	39750	41100	42400	43700	44950	46200	48550	51700	54350	56400	57950	59000	59650	60000	60250	41250	4.2
Mean	38150	40150	42150	44250	46350	48500	50650	52850	55000	59300	65350	70650	74950	78200	80400	81800	82500	82900	63500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42750	43700	45800	48000	50550	53300	55500	59600	63350	71900	82350	91850	95700	101300	105400	115600	116450	122350	88150	
Upper Quartile	40750	42050	43700	45850	47950	50000	51900	55750	58850	65850	74350	79200	83150	86650	87800	90400	91200	91900	73400	
Median	39400	40050	41950	43550	45000	46750	48000	50750	53950	59800	65500	68150	71200	74450	74700	75450	74900	76550	60700	
Lower Quartile	38050	38550	39900	41600	42400	43650	44750	47250	48500	54200	57950	60300	62350	66100	65650	65350	65750	65450	47550	
Lower Decile	36600	37100	38500	39300	40500	40800	41700	43800	45000	49700	52850	54750	56250	59300	58450	59150	58500	58150	41250	
Mean	39600	40250	42000	43750	45350	46900	48500	51450	54050	60350	66650	71000	74300	78750	79300	81450	81600	83050	63500	
Supporting Data																				
Total Number	453	670	761	670	577	404	477	510	430	2470	1688	1158	1078	1069	913	829	545	890	15592	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	14	32	38	54	34	81	253	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	61350	64900	68650	76400	88550	100850	112450	122700	131050	137400	141850	147100	112300	2.2
Upper Quartile	0	0	0	0	0	0	57500	60500	63600	69900	79300	88050	95700	101850	106300	109250	111000	112400	89900	2.2
Median	0	0	0	0	0	0	54000	56600	59200	64350	71550	77750	82600	86000	88000	88950	89150	88400	76150	2.2
Lower Quartile	0	0	0	0	0	0	50600	52700	54800	58850	64350	68900	72350	74650	76000	76550	76600	76000	63750	2.2
Lower Decile	0	0	0	0	0	0	47700	49500	51250	54550	58800	62100	64300	65550	66050	66000	65600	64500	54700	2.2
Mean	0	0	0	0	0	0	54300	56950	59650	65000	72800	79800	85600	90050	93050	94900	95850	96250	80050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59850	62550	66450	78600	89650	101450	108650	119750	124200	143450	143050	152950	112300	
Upper Quartile	0	0	0	0	0	0	56350	58650	62450	71150	81550	90650	91750	97600	98850	111850	112350	120950	89900	
Median	0	0	0	0	0	0	52300	55700	58300	64400	73150	78050	82000	84600	86350	88600	89850	90250	76150	
Lower Quartile	0	0	0	0	0	0	49500	51200	54500	59600	65000	68200	71300	74600	75350	77300	75700	77050	63750	
Lower Decile	0	0	0	0	0	0	47100	47750	51400	55150	59200	61200	62200	68100	65350	66600	65250	64300	54700	
Mean	0	0	0	0	0	0	52950	55100	58800	65800	73850	80150	83900	89450	90600	95700	95300	98900	80050	
Supporting Data																				
Total Number	7	10	35	41	41	26	53	88	110	617	598	443	428	448	377	328	211	300	4161	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	14	31	36	52	33	68	234	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41350	43700	46100	48650	51200	53850	56500	59200	61850	67150	74550	80950	85950	89400	91500	92500	92750	92050	76250	2.2
Upper Quartile	39700	41850	44050	46250	48500	50800	53100	55350	57600	61900	67750	72550	76050	78250	79400	79750	79600	78550	66700	2.2
Median	38250	40100	41900	43800	45650	47500	49400	51200	53000	56400	61000	64700	67450	69250	70300	70750	70800	70300	55750	2.2
Lower Quartile	36950	38500	40050	41550	43100	44600	46100	47550	49000	51700	55250	58150	60300	61800	62750	63250	63450	63350	44800	2.2
Lower Decile	35950	37150	38300	39500	40650	41850	43000	44100	45250	47350	50200	52650	54600	56100	57100	57800	58200	58450	40250	4.0
Mean	38400	40200	42100	43950	45850	47750	49650	51550	53400	56950	61800	65850	69000	71200	72600	73300	73600	73500	57500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42650	43650	45850	47700	49900	53300	54750	59050	61650	69400	75900	80100	84050	86700	88200	91050	92100	96600	76250	
Upper Quartile	40700	42000	43750	45800	47550	49800	51150	54550	57050	63800	69400	71950	74200	76600	77500	78050	78700	81750	66700	
Median	39400	40050	41950	43500	44750	46550	47400	49850	51900	58100	62000	63950	66050	69550	69750	69950	70200	71100	55750	
Lower Quartile	38100	38550	39900	41550	42250	43500	44500	46700	47350	53100	55500	57600	59850	62850	62600	62600	63200	63200	44800	
Lower Decile	36650	37100	38450	39300	40250	40650	41500	43250	44350	48500	50650	53300	54200	56750	56550	57650	57500	57050	40250	
Mean	39500	40250	42000	43600	44950	46700	47950	50650	52400	58550	62700	65350	68000	71000	71400	72150	73000	75000	57500	
Supporting Data																				
Total Number	446	660	726	629	536	378	424	422	320	1853	1090	715	650	621	536	501	334	590	11431	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	1	13	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46100	48500	51000	53550	56200	58900	61650	67350	76100	84950	93500	101400	108400	114150	118650	124350	94650	2.8
Upper Quartile	0	0	44000	46200	48450	50750	53050	55400	57750	62450	69400	75950	81900	87100	91350	94650	97050	99750	80100	3.0
Median	0	0	42200	44000	45800	47600	49400	51250	53050	56700	61950	66800	71200	75000	78100	80500	82200	84150	66500	3.0
Lower Quartile	0	0	40400	41900	43400	44900	46400	47900	49350	52200	56200	59850	63000	65650	67800	69400	70600	71850	54550	3.0
Lower Decile	0	0	38750	39900	41000	42150	43300	44400	45550	47700	50800	53650	56150	58350	60150	61600	62650	63950	45850	2.8
Mean	0	0	42350	44200	46050	47900	49800	51750	53650	57500	63200	68550	73500	77900	81550	84500	86750	89500	69650	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46750	48650	48850	51950	52850	58250	59200	69700	77850	86700	93200	97800	108400	115000	124100	119700	94650	
Upper Quartile	0	0	45250	46400	46700	49150	50150	54500	55750	63650	71700	76850	81950	86500	91650	92800	97500	98400	80100	
Median	0	0	43150	44300	44850	46550	47200	49200	51850	57800	63550	67100	71250	73800	78750	80800	83450	81550	66500	
Lower Quartile	0	0	41500	42250	42600	44400	44150	46150	47850	52900	57000	60450	63650	65500	68450	70200	69100	69550	54550	
Lower Decile	0	0	39500	41050	41000	42300	42000	42900	44300	47650	50200	55150	57000	58750	59900	62800	61650	61800	45850	
Mean	0	0	43250	44800	45150	46900	47450	50000	52100	58500	64350	69300	73950	77250	81300	84900	88300	86700	69650	
Supporting Data																				
Total Number	2	17	40	84	92	99	97	94	136	344	376	361	397	326	356	286	188	247	3542	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	6	9	15	18	16	67	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	67250	74400	85600	97000	108150	118550	127700	135400	141500	150100	118900	2.4
Upper Quartile	0	0	0	0	0	0	0	0	62900	68900	77800	86300	93950	100500	105850	110050	113100	116900	94650	2.6
Median	0	0	0	0	0	0	0	0	59400	64350	71250	77300	82300	86300	89350	91500	92900	94350	82800	3.2
Lower Quartile	0	0	0	0	0	0	0	0	54250	58200	63700	68650	72850	76250	78950	80900	82350	84000	70650	2.8
Lower Decile	0	0	0	0	0	0	0	0	50500	53750	58250	62150	65450	68100	70150	71650	72750	74000	59800	2.8
Mean	0	0	0	0	0	0	0	0	59100	64200	71700	78600	84750	89950	94150	97350	99650	102400	86200	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	65200	80500	87250	93800	108450	114550	121050	139600	152200	153000	118900	
Upper Quartile	0	0	0	0	0	0	0	0	59000	73250	79550	87100	92500	94700	102150	111100	120300	121900	94650	
Median	0	0	0	0	0	0	0	0	55750	64250	72500	77650	82800	86250	87300	91250	93450	96250	82800	
Lower Quartile	0	0	0	0	0	0	0	0	53600	57500	65200	67600	73550	73800	79450	82200	84250	81800	70650	
Lower Decile	0	0	0	0	0	0	0	0	49100	52700	60150	61650	66050	66100	69400	72400	74600	73600	59800	
Mean	0	0	0	0	0	0	0	0	56550	65250	72900	78450	85200	87500	91750	98350	103200	103450	86200	
Supporting Data																				
Total Number	0	0	0	5	3	4	5	6	17	47	95	99	116	96	131	92	73	66	855	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	5	9	13	16	15	61	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45950	48250	50550	52900	55300	57700	60200	65150	72600	79750	86350	92250	97150	101050	103850	107100	86000	3.0
Upper Quartile	0	0	44000	46000	48000	50050	52100	54150	56200	60300	66200	71650	76550	80700	84100	86700	88600	90700	73250	3.0
Median	0	0	42150	43850	45550	47250	48950	50650	52300	55550	60150	64350	67950	70950	73350	75100	76300	77550	62450	3.2
Lower Quartile	0	0	40400	41800	43200	44550	45900	47250	48600	51200	54850	58150	61000	63400	65250	66650	67600	68600	51300	3.2
Lower Decile	0	0	38800	39850	40850	41900	42950	43950	45000	46950	49800	52400	54750	56800	58500	59850	60900	62100	44850	2.8
Mean	0	0	42250	43950	45650	47350	49100	50800	52500	55900	60800	65350	69400	72900	75800	78000	79600	81400	64350	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46750	48400	48600	51500	52400	57400	58700	67650	74000	80900	84950	92200	96450	98600	101250	110250	86000	
Upper Quartile	0	0	45250	46300	46600	48900	49850	53000	55050	62400	67750	72350	75250	78800	84100	86150	88450	92250	73250	
Median	0	0	43150	44150	44850	46350	46900	48850	51250	57150	61300	64300	67950	70900	73450	74750	76700	76150	62450	
Lower Quartile	0	0	41500	42200	42600	44300	44000	45900	47400	52300	55050	58800	61550	63900	64450	67700	65150	67800	51300	
Lower Decile	0	0	39500	40950	40950	42250	41950	42650	44150	47100	48850	54250	55200	57450	57500	61250	60150	60600	44850	
Mean	0	0	43250	44550	44650	46700	47000	49400	51450	57400	61450	65850	69300	73000	75200	78500	78800	80600	64350	
Supporting Data																				
Total Number	2	17	40	79	89	95	92	88	119	297	281	262	281	230	225	194	115	181	2687	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	2	1	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54850	57250	59750	62300	67600	76000	84800	93750	102650	111150	118950	125750	137300	102900	2.2
Upper Quartile	0	0	0	0	0	52600	54800	57050	59350	63900	70750	77300	83300	88550	92950	96500	99200	103050	84950	2.2
Median	0	0	0	0	0	50550	52450	54350	56250	60000	65350	70200	74400	77850	80550	82600	84050	85900	71750	2.2
Lower Quartile	0	0	0	0	0	48500	50150	51750	53300	56350	60650	64400	67600	70150	72100	73500	74500	75700	60650	2.2
Lower Decile	0	0	0	0	0	46750	48200	49600	51000	53650	57250	60250	62650	64500	65750	66600	67100	67500	56100	2.2
Mean	0	0	0	0	0	50650	52600	54600	56550	60500	66350	71850	76900	81300	85050	88050	90400	93750	76600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	58950	61000	62100	63450	67800	71200	84600	94000	.06900	102700	122200	140600	131900	102900	
Upper Quartile	0	0	0	0	0	57400	59000	59450	61900	63500	66250	75550	83450	92800	91050	94450	107000	100650	84950	
Median	0	0	0	0	0	55250	56850	57650	59100	60050	61400	67800	73450	81450	79050	82300	85250	86800	71750	
Lower Quartile	0	0	0	0	0	53700	54650	55700	55850	57000	57300	61900	64450	71650	72000	74550	75550	76100	60650	
Lower Decile	0	0	0	0	0	52100	53300	53300	53950	54500	54600	57900	60200	63100	64600	68750	70700	67050	56100	
Mean	0	0	0	0	0	55400	56850	57850	59000	60550	62550	70150	75550	83500	82200	89400	95000	92900	76600	
Supporting Data																				
Total Number	0	0	0	3	12	21	30	63	42	139	116	106	108	124	156	140	117	138	1315	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	12	17	16	52	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

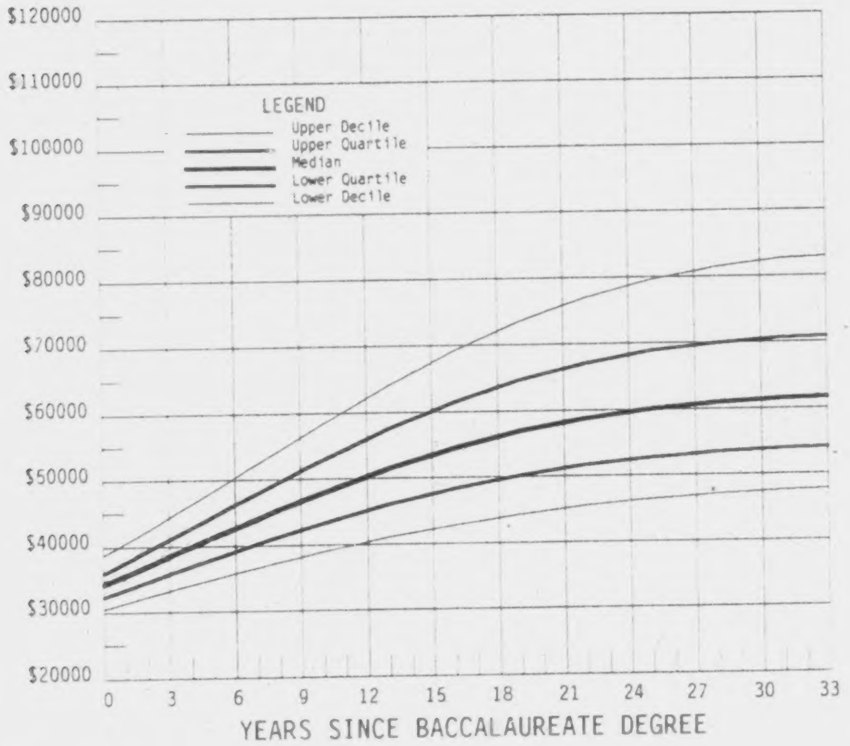
1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	98300	110900	123200	134550	144600	152850	165300	144250	2.4
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	85950	95600	104900	113500	121100	127450	137600	110850	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	79150	84750	89300	92800	95350	97150	99050	89250	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	73350	77200	80050	82100	83450	84300	85100	78000	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	65300	67300	68600	69400	69850	70150	70350	68700	3.4
Mean	0	0	0	0	0	0	0	0	0	0	0	79850	87000	93350	98750	103150	106450	110850	96350	2.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75600	0	98500	113000	122500	123500	157000	160450	160850	144250	
Upper Quartile	0	0	0	0	0	0	0	0	0	71250	0	93100	95000	102700	98550	130000	138650	139600	110850	
Median	0	0	0	0	0	0	0	0	0	68500	0	79350	82500	91250	83450	102800	107150	95000	89250	
Lower Quartile	0	0	0	0	0	0	0	0	0	63500	0	73000	76800	83050	75650	85850	90000	83500	78000	
Lower Decile	0	0	0	0	0	0	0	0	0	60200	0	67600	70800	75700	50450	79200	76800	78400	68700	
Mean	0	0	0	0	0	0	0	0	0	67500	0	80900	85850	96550	87250	109600	113100	111150	96350	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	2	1	11	7	19	24	37	43	36	32	34	246	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	10	11	12	40	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54850	57100	59400	61750	66550	73800	81000	87900	94300	100000	104850	108850	115000	93150	2.2
Upper Quartile	0	0	0	0	0	52750	54850	57000	59150	63400	69600	75300	80250	84450	87750	90250	92000	94300	79900	2.2
Median	0	0	0	0	0	50700	52450	54150	55900	59250	63950	68200	71850	74850	77200	78950	80200	81850	67700	2.2
Lower Quartile	0	0	0	0	0	48750	50350	51900	53400	56350	60350	63750	66550	68700	70300	71350	72050	72800	59400	2.2
Lower Decile	0	0	0	0	0	47000	48500	49900	51300	53900	57350	60150	62300	63800	64800	65350	65600	65650	55700	2.2
Mean	0	0	0	0	0	50800	52650	54500	56350	59950	65200	69950	74150	77700	80550	82800	84400	86600	72050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	58950	61000	61450	63450	66450	69550	80250	90500	95500	96700	101650	118750	114350	93150	
Upper Quartile	0	0	0	0	0	57400	59000	59300	61800	62950	65800	72800	80550	89050	88200	86900	92700	96100	79900	
Median	0	0	0	0	0	55250	56850	57550	58900	59650	61150	66000	68000	75050	77700	79200	81050	83750	67700	
Lower Quartile	0	0	0	0	0	53700	54650	55550	55800	56850	57300	61050	63200	68600	71150	72900	74200	72500	59400	
Lower Decile	0	0	0	0	0	52100	53300	53300	53950	54400	54700	57650	59650	60950	65300	67650	70200	64300	55700	
Mean	0	0	0	0	0	55400	56850	57500	58950	60000	62000	67800	72600	77950	80250	82450	88200	86900	72050	
Supporting Data																				
Total Number	0	0	0	3	12	21	30	61	41	128	109	87	84	87	113	104	85	104	1069	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	6	4	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

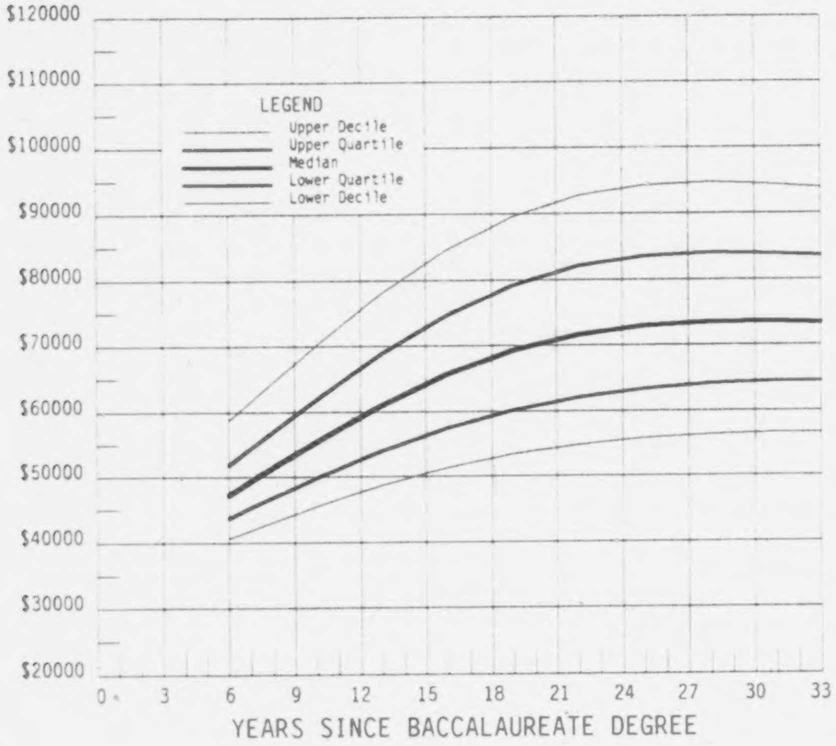
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38600	40450	42350	44300	46250	48250	50250	52300	54300	58300	63950	69100	73450	76950	79550	81400	82600	83900	70350	2.2
Upper Quartile	35950	37600	39300	41000	42700	44400	46150	47850	49550	52850	57450	61400	64650	67100	68850	69950	70650	71200	59450	2.2
Median	34250	35600	37000	38450	39850	41250	42600	44000	45350	47900	51450	54450	56900	58750	60050	60950	61500	62000	49600	2.2
Lower Quartile	32350	33500	34650	35800	36900	38000	39100	40200	41250	43250	46000	48300	50200	51650	52700	53450	53950	54500	42600	2.2
Lower Decile	30500	31400	32300	33200	34050	34900	35750	36600	37400	38900	41000	42750	44250	45450	46350	47050	47550	48200	36900	2.2
Mean	34550	35950	37400	38800	40250	41650	43100	44500	45900	48550	52300	55550	58200	60300	61900	63000	63700	64500	52250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	45700	41000	41350	43650	45550	48000	49950	52000	54300	59050	64250	69300	74450	74650	80150	83300	80050	84750	70350	
Upper Quartile	35900	37000	38200	40650	42350	44700	46950	48850	50000	53450	57700	60650	63250	63850	67950	70850	70500	73350	59450	
Median	34000	34750	36050	38050	39350	41250	43500	45250	46450	48650	51100	52450	54950	57750	60000	61000	61950	63300	49600	
Lower Quartile	32500	32750	33800	35200	36400	38200	39550	40650	41850	44300	46450	46650	48300	50700	51850	52550	54530	55950	42600	
Lower Decile	30950	30850	32000	32750	33350	35000	36250	37000	37900	39350	41350	40850	43200	45650	46400	47050	48150	48400	36900	
Mean	35800	35650	36550	38500	39750	41650	43500	44900	46300	49200	52600	54300	57250	58850	62000	63500	63400	65550	52250	
Supporting Data																				
Total Number	192	341	381	594	662	875	1045	1087	994	2360	1787	1180	1085	1313	982	960	1056	1618	18512	
$125,000 or More	0	0	0	0	1	0	0	0	0	0	0	1	3	1	2	1	1	1	11	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

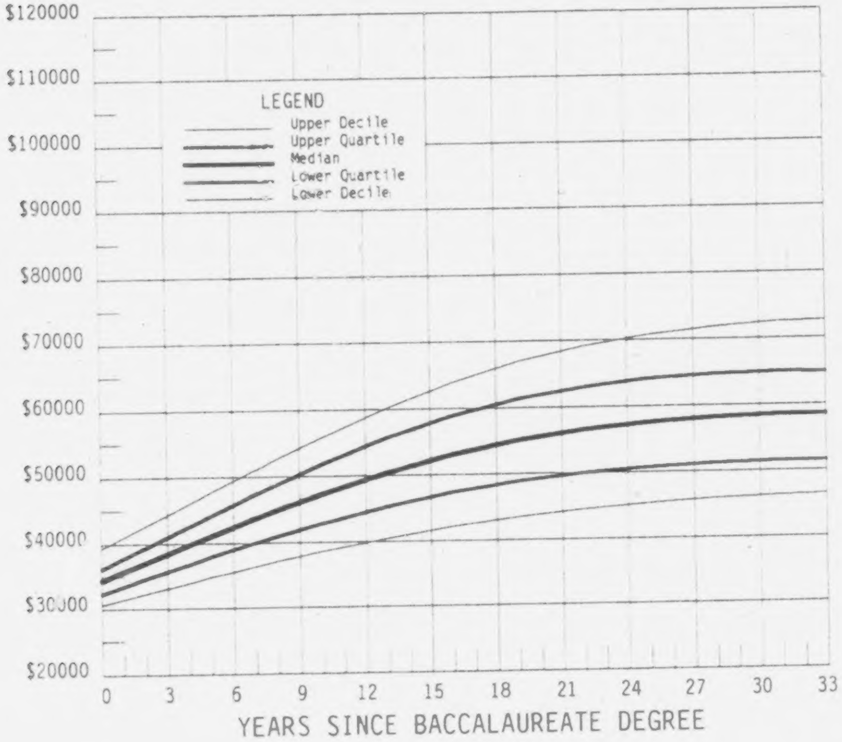
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58650	61550	64450	70200	78100	84700	89600	92750	94300	94700	94350	92650	89650	2.2
Upper Quartile	0	0	0	0	0	0	51800	54350	56900	61900	68900	74750	79200	82050	83550	84050	83900	82600	78250	2.2
Median	0	0	0	0	0	0	47200	49300	51400	55450	61050	65700	69250	71600	72950	73500	73550	72850	67750	2.2
Lower Quartile	0	0	0	0	0	0	43650	45250	46800	49850	54000	57450	60150	62100	63350	64100	64450	64500	57300	2.2
Lower Decile	0	0	0	0	0	0	40550	41800	43100	45450	48700	51300	53350	54800	55750	56300	56550	56650	50150	2.2
Mean	0	0	0	0	0	0	48800	50950	53050	57150	62800	67500	71000	73350	74700	75200	75250	74500	69200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59600	63200	63850	72200	80450	81900	88500	88150	97650	96550	89400	95450	89650	
Upper Quartile	0	0	0	0	0	0	54750	54100	57900	63550	70700	72450	77000	80550	84600	83950	79900	85650	78250	
Median	0	0	0	0	0	0	49800	48650	50900	56600	62300	65000	67700	70100	73450	73250	71700	74600	67750	
Lower Quartile	0	0	0	0	0	0	45700	43450	46800	51350	55600	57450	58150	59350	63550	63600	64250	65900	57300	
Lower Decile	0	0	0	0	0	0	43500	41100	43000	46300	50200	50900	52250	53150	54700	55350	57350	57650	50150	
Mean	0	0	0	0	0	0	51700	50250	52850	58450	64200	66400	70150	70550	75350	75450	73200	76350	69200	
Supporting Data																				
Total Number	0	12	4	8	9	28	43	42	73	247	261	240	265	270	246	272	308	478	2806	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	1	2	1	1	1	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39250	40900	42600	44300	46000	47650	49350	51000	52650	55800	60150	63850	66850	69150	70750	71800	72450	73050	63250	2.2
Upper Quartile	36150	37750	39350	40950	42550	44150	45750	47300	48800	51750	55650	58850	61300	63000	64100	64700	64900	64850	55950	2.2
Median	34350	35700	37050	38400	39750	41050	42350	43650	44900	47250	50400	53050	55100	56550	57550	58200	58500	58750	48000	2.2
Lower Quartile	32350	33500	34600	35700	36800	37900	38950	39950	40950	42800	45300	47300	48850	50000	50750	51250	51500	51700	41350	2.2
Lower Decile	30600	31450	32300	33150	33950	34800	35550	36350	37100	38500	40400	42050	43400	44450	45250	45900	46300	46850	36250	2.2
Mean	34750	36100	37400	38700	40000	41300	42600	43850	45050	47350	50500	53150	55250	56800	57900	58650	59100	59500	49200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	45700	40600	41450	43550	45250	47000	49650	51750	53400	57050	60850	62850	64500	66200	69350	72900	72250	75450	63250	
Upper Quartile	35900	36800	38200	40600	42250	44400	46750	48700	49650	52350	55300	57350	58950	61300	62950	64550	64950	67450	55950	
Median	34000	34650	36000	38050	39300	41050	43250	45150	46100	48050	49850	50300	52150	56350	57700	58150	59150	60200	48000	
Lower Quartile	32500	32700	33750	35200	36350	38100	39350	40500	41500	43900	45550	45250	46900	49450	49850	50000	52200	53500	41350	
Lower Decile	30950	30800	31950	32750	33350	34900	36100	36850	37600	38950	40700	39850	41900	44900	45350	45650	47200	47150	36250	
Mean	35800	35250	36550	38400	39500	41250	43150	44700	45800	48150	50600	51250	53100	55800	57550	58800	59350	61000	49200	
Supporting Data																				
Total Number	192	329	377	586	653	847	1002	1045	921	2113	1526	940	820	1043	736	688	748	1140	15706	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37450	39300	41200	43100	45050	47000	49000	50950	52900	56750	62150	66900	70800	73750	75850	77150	77950	78550	65500	2.2
Upper Quartile	35600	37200	38850	40500	42200	43850	45500	47150	48800	51900	56150	59800	62650	64700	66100	66950	67400	67550	56500	2.2
Median	34000	35350	36700	38050	39450	40750	42100	43400	44700	47100	50400	53200	55350	57000	58150	58850	59250	59600	47750	2.2
Lower Quartile	32200	33300	34350	35450	36500	37550	38600	39600	40550	42400	44900	47050	48750	50050	51000	51650	52100	52600	40700	2.2
Lower Decile	30450	31300	32100	32900	33650	34450	35200	35900	36650	38050	39900	41600	43000	44200	45150	45900	46450	47250	35750	2.2
Mean	34050	35450	36800	38200	39550	40950	42300	43650	44950	47500	51000	53950	56350	58200	59550	60450	61000	61550	49700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40500	37950	40250	42900	44000	46700	49450	50800	53050	57950	63100	66600	69650	70550	74900	75950	77600	80900	65500	
Upper Quartile	35400	36200	37700	40200	41850	44200	46550	48200	49400	52500	56300	58600	60450	62300	64100	66000	68150	70200	56500	
Median	33700	34400	35750	37700	38950	40800	43050	44700	45850	47800	50050	50750	52850	56700	57850	58200	60050	61050	47750	
Lower Quartile	32400	32600	33550	34950	36050	37800	39100	39950	41250	43200	45350	45300	46950	49450	49650	50150	53300	54100	40700	
Lower Decile	30750	30650	31650	32600	33000	34450	35750	36500	37200	38500	40050	39500	41750	44750	44850	45600	47450	47500	35750	
Mean	34800	34600	35900	37900	39200	40850	42850	44150	45550	48200	51400	52400	54650	57050	58850	59800	61300	63100	49700	
Supporting Data																				
Total Number	174	307	349	531	565	721	865	863	793	1786	1264	797	730	811	551	583	689	1081	13460	
$125,000 or More	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	1	1	1	6	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56700	59350	61950	67150	74350	80450	85150	88350	90200	91000	91050	90200	84700	2.2
Upper Quartile	0	0	0	0	0	0	50950	53300	55650	60200	66550	71800	75800	78450	79950	80500	80450	79550	74400	2.2
Median	0	0	0	0	0	0	46600	48450	50300	53850	58700	62750	65900	68150	69500	70250	70500	70350	63200	2.2
Lower Quartile	0	0	0	0	0	0	43400	44850	46250	48850	52400	55350	57550	59150	60150	60750	61000	61000	54300	2.2
Lower Decile	0	0	0	0	0	0	40150	41300	42450	44600	47450	49800	51650	52950	53850	54400	54700	54900	47750	2.2
Mean	0	0	0	0	0	0	47900	49800	51700	55300	60300	64450	67600	69800	71150	71800	72000	71700	65400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	57200	59200	61600	67400	77800	79100	82700	86400	91400	91950	86150	93250	84700	
Upper Quartile	0	0	0	0	0	0	54050	53000	56250	61250	67750	70900	74100	77250	78900	78300	78250	82500	74400	
Median	0	0	0	0	0	0	49000	47750	50500	54700	61050	61550	63550	66350	68150	68950	70600	72100	63200	
Lower Quartile	0	0	0	0	0	0	45300	42900	46500	50650	54250	54550	54800	56650	59400	59300	62500	62150	54300	
Lower Decile	0	0	0	0	0	0	42800	40600	42550	45250	49250	49100	50650	50350	52200	53500	56200	55750	47750	
Mean	0	0	0	0	0	0	50100	48650	51400	56400	62550	63300	65650	67350	70350	71350	71300	73450	65400	
Supporting Data																				
Total Number	0	9	4	7	7	18	34	36	66	195	193	153	166	158	129	143	197	310	1825	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	1	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37900	39600	41350	43100	44850	46550	48300	50000	51650	54800	59050	62500	65150	66950	68100	68650	68850	68650	60800	2.2
Upper Quartile	35650	37250	38850	40400	42000	43600	45150	46650	48150	51000	54700	57700	59900	61350	62200	62550	62600	62300	53000	2.2
Median	34050	35400	36700	38000	39300	40600	41850	43100	44300	46550	49550	52000	53850	55200	56050	56550	56800	56900	46300	2.2
Lower Quartile	32200	33250	34350	35350	36400	37400	38400	39350	40250	42000	44250	46100	47550	48600	49300	49750	50000	50200	39800	2.2
Lower Decile	30550	31300	32050	32850	33550	34300	35000	35700	36400	37700	39450	41000	42300	43400	44250	44950	45450	46150	35150	2.2
Mean	34200	35500	36800	38100	39350	40600	41850	43050	44250	46450	49450	51850	53750	55150	56050	56650	56950	57150	47250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40500	37900	40300	42750	43900	46450	49100	50500	52350	55950	59350	61600	62900	64150	65850	68150	68900	71650	60800	
Upper Quartile	35400	36000	37700	40150	41750	43950	46300	48050	49000	51500	54050	55600	57450	60200	61400	62100	62600	64750	53000	
Median	33700	34350	35700	37700	38900	40650	42800	44600	45500	47150	49000	49150	50800	55250	56000	56100	57650	58500	46300	
Lower Quartile	32400	32550	33550	34950	36000	37700	38950	39850	40900	42600	44500	44150	45350	48600	48550	48600	50250	51900	39800	
Lower Decile	30750	30600	31650	32600	32950	34350	35600	36400	36900	38200	39350	38800	40550	44250	44300	44600	46200	46650	35150	
Mean	34800	34500	35900	37800	38900	40600	42550	43950	45000	47200	49400	49850	51400	54600	55350	56050	57250	58950	47250	
Supporting Data																				
Total Number	174	298	345	524	558	703	831	827	727	1591	1071	644	564	653	422	440	492	771	11635	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	48400	50250	52100	53950	55850	57700	61400	66700	71500	75800	79400	82300	84550	86200	88450	76850	2.2
Upper Quartile	0	0	0	43800	45450	47100	48800	50450	52100	55300	59800	63800	67200	69950	72050	73600	74650	75950	65000	2.2
Median	0	0	0	40700	42050	43400	44750	46100	47400	49950	53500	56650	59250	61400	63100	64350	65200	66350	55450	2.2
Lower Quartile	0	0	0	38350	39450	40500	41600	42650	43650	45600	48350	50750	52750	54450	55750	56800	57500	58550	47900	2.2
Lower Decile	0	0	0	35850	36850	37800	38750	39650	40550	42200	44400	46200	47650	48700	49450	49950	50300	50600	42650	2.2
Mean	0	0	0	41550	43000	44400	45800	47200	48550	51200	54900	58150	60900	63150	64850	66150	67050	68200	57900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	54350	51050	53800	53950	55200	55850	61150	66400	71450	78600	77050	83700	86500	84300	88550	76850	
Upper Quartile	0	0	0	47250	45400	47950	49400	51450	52450	55500	59700	63450	67500	66300	72050	75050	73700	78050	65000	
Median	0	0	0	42000	41800	42950	45450	47550	48450	50750	53300	56400	58450	59050	61650	64700	65400	68600	55450	
Lower Quartile	0	0	0	38800	39050	40050	41850	43550	44700	47300	48450	49050	50750	52900	55200	57300	58250	59950	47900	
Lower Decile	0	0	0	35100	36900	38100	38900	39900	39950	44100	44900	44650	47050	47250	48150	49650	50800	52250	42650	
Mean	0	0	0	43400	42850	44950	46300	47700	48750	51850	54800	57350	61450	60800	64350	66950	66750	69650	57900	
Supporting Data																				
Total Number	18	34	31	62	96	149	178	218	190	541	490	346	315	455	386	318	320	485	4632	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	1	0	0	0	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69100	75850	82550	88900	94300	98300	100500	100600	91200	92600	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61350	67300	73250	78950	83950	87800	90200	90800	83750	82100	1.2
Median	0	0	0	0	0	0	0	0	0	56800	61700	66500	70950	74800	77750	79450	79800	74200	72550	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52650	56800	60800	64500	67650	70100	71650	72100	68150	65050	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	48900	51900	54850	57650	60150	62300	63900	64950	64550	56900	1.2
Mean	0	0	0	0	0	0	0	0	0	58500	63500	68400	72950	76850	79850	81600	82000	76400	74500	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75100	82500	80750	98500	88850	97650	94900	92400	95850	92600	
Upper Quartile	0	0	0	0	0	0	0	0	0	67900	74650	73150	80850	81250	87050	84850	84100	88100	82100	
Median	0	0	0	0	0	0	0	0	0	63100	66800	67400	72700	72750	75800	76000	74150	77750	72550	
Lower Quartile	0	0	0	0	0	0	0	0	0	58100	60000	62800	66000	65100	69250	68750	67150	71200	65050	
Lower Decile	0	0	0	0	0	0	0	0	0	52900	55400	59700	58900	56900	60900	60600	60750	68000	56900	
Mean	0	0	0	0	0	0	0	0	0	64300	68450	69800	76600	73850	78250	77050	75950	80350	74500	
Supporting Data																				
Total Number	0	3	0	1	2	9	9	6	5	49	60	77	86	96	98	102	101	150	854	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	1	0	0	0	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	49250	50500	51800	53050	54300	55550	58000	[illegible]	64900	67950	70650	73050	75050	76700	79300	67550	2.2
Upper Quartile	0	0	0	44150	45550	47000	48400	49750	51100	53700	57200	60200	62700	64650	66100	67100	67800	68600	60250	2.2
Median	0	0	0	40800	42100	43300	44550	45750	46900	49150	52200	54850	56950	58650	59900	60800	61450	62150	52550	2.2
Lower Quartile	0	0	0	38450	39500	40500	41550	42500	43450	45250	47700	49700	51400	52650	53600	54300	54750	55250	46700	2.2
Lower Decile	0	0	0	35750	36750	37700	38650	39550	40450	42000	44050	45600	46650	47400	47800	47950	47950	47800	41700	2.2
Mean	0	0	0	41750	42950	44150	45300	46450	47600	49750	52700	55250	57350	59100	60400	61400	62150	63050	54150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	54400	51200	52350	52850	54950	55550	58450	62400	64050	66050	67600	73000	76800	76750	81400	67550	
Upper Quartile	0	0	0	46750	45250	47000	49050	51200	52250	54250	57650	59150	60850	62200	64000	67600	68200	71800	60250	
Median	0	0	0	41900	41650	42700	45150	47400	48400	50050	52050	53150	54700	57350	59150	61150	62300	63950	52550	
Lower Quartile	0	0	0	38750	39000	39900	41650	43400	44600	47000	47950	47650	48900	51250	52450	54750	55700	57150	46700	
Lower Decile	0	0	0	35050	36850	38000	38750	39800	39850	43700	44450	43700	45700	46100	46950	47950	49000	48900	41700	
Mean	0	0	0	43250	42800	44200	45700	47350	48300	50600	52900	53800	55800	57300	59600	62200	62500	64900	54150	
Supporting Data																				
Total Number	18	31	31	61	94	140	169	212	185	492	430	269	229	359	288	216	219	335	3778	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

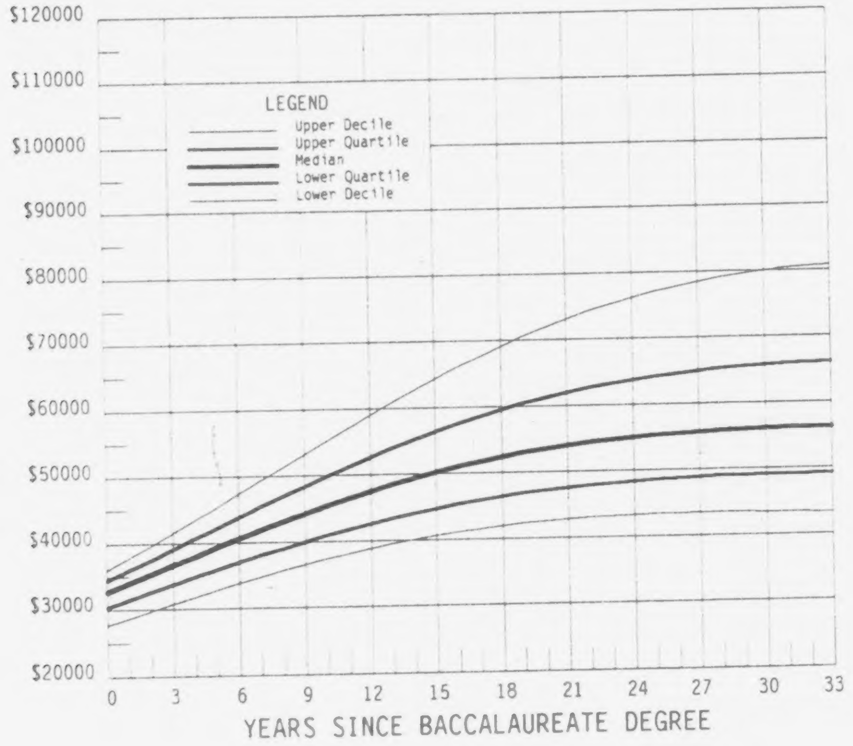
1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	69250	73550	80200	86800	93100	98600	102900	105600	106450	99400	94300	1.2
Upper Quartile	0	0	0	0	0	0	0	0	57350	61400	67750	74150	80100	85200	88850	90700	90400	80450	82250	1.2
Median	0	0	0	0	0	0	0	0	51750	54950	59850	64700	69150	72900	75600	77050	77000	70300	69200	1.2
Lower Quartile	0	0	0	0	0	0	0	0	46450	49050	53000	56850	60350	63300	65450	66600	66750	61950	59300	1.2
Lower Decile	0	0	0	0	0	0	0	0	42350	44300	47200	50000	52600	54800	56500	57600	58050	55900	51250	1.2
Mean	0	0	0	0	0	0	0	0	54100	57350	62250	67100	71550	75350	78150	79700	79850	73700	71950	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	75600	79400	88500	93250	88350	88300	107500	110250	89300	108750	94300	
Upper Quartile	0	0	0	0	0	0	0	0	61000	63300	77500	73500	78650	80300	88450	92700	81550	85000	82250	
Median	0	0	0	0	0	0	0	0	57500	57500	63000	62800	69350	70550	74000	81450	69250	73350	69200	
Lower Quartile	0	0	0	0	0	0	0	0	51100	51250	52250	56150	61350	61550	68450	66200	62150	64000	59300	
Lower Decile	0	0	0	0	0	0	0	0	47300	46300	48000	46550	55000	50700	61650	58550	54050	57200	51250	
Mean	0	0	0	0	0	0	0	0	58850	60550	66100	66450	71400	70800	80250	81550	71750	77500	71950	
Supporting Data																				
Total Number	0	0	1	1	1	5	2	6	11	33	33	37	40	47	45	59	47	52	420	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64450	69750	74850	79500	83400	86300	87850	87950	81450	82200	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59050	63950	68700	72950	76500	78950	80150	79950	73050	72500	1.2
Median	0	0	0	0	0	0	0	0	0	52600	56800	60900	64550	67600	69800	70900	70850	65300	63600	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	47450	50800	54050	57000	59500	61400	62600	62900	59750	56050	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	43400	46100	48650	50950	53000	54600	55700	56250	54700	49850	1.2
Mean	0	0	0	0	0	0	0	0	0	54050	58100	61950	65400	68300	70400	71550	71650	66900	65100	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	66000	83750	71050	76600	77800	83500	92000	85500	83600	82200	
Upper Quartile	0	0	0	0	0	0	0	0	0	62000	75500	65650	71400	71400	74000	82500	78350	75500	72500	
Median	0	0	0	0	0	0	0	0	0	56000	59350	59000	65500	63700	69600	72800	67600	67350	63600	
Lower Quartile	0	0	0	0	0	0	0	0	0	50500	51250	52050	57750	57500	63600	62000	60850	61200	56050	
Lower Decile	0	0	0	0	0	0	0	0	0	46000	47500	45050	53700	49100	60500	56250	52550	56400	49850	
Mean	0	0	0	0	0	0	0	0	0	56850	64200	58850	65050	64550	70150	73450	68550	69050	65100	
Supporting Data																				
Total Number	0	0	1	1	1	4	2	6	9	30	25	27	27	31	26	32	37	34	293	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

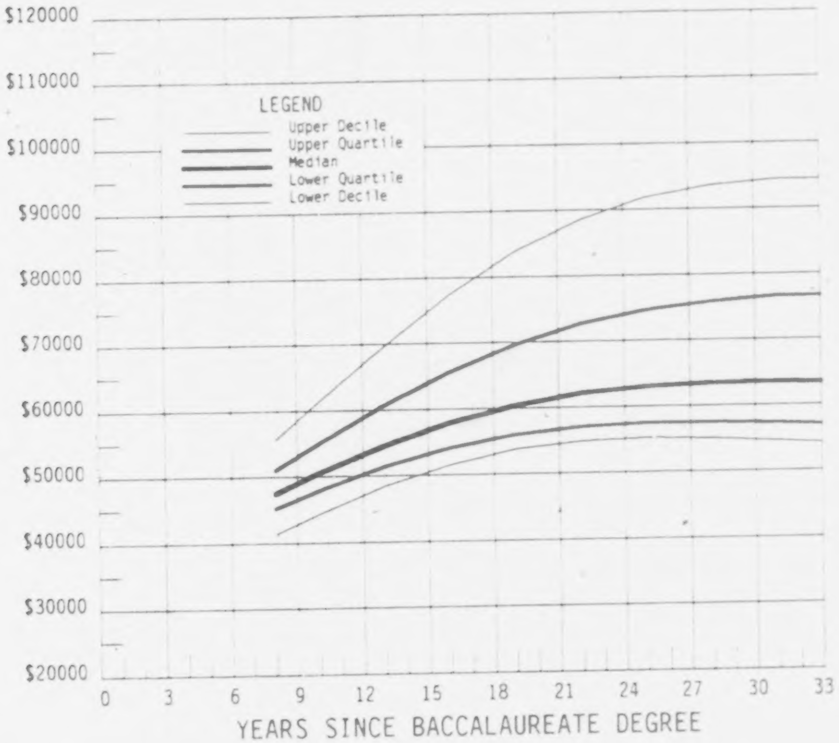
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36000	37800	39600	41450	43400	45300	47300	49250	51250	55150	60850	66100	70550	74250	77050	79050	80400	81950	65950	2.2
Upper Quartile	34450	35950	37500	39100	40650	42200	43800	45350	46900	49850	54000	57550	60450	62700	64250	65300	65900	66500	55000	2.2
Median	32700	34000	35350	36650	37950	39300	40550	41800	43050	45350	48500	51050	53000	54450	55350	55900	56200	56300	46000	2.2
Lower Quartile	30400	31550	32650	33750	34850	35950	37000	38050	39000	40900	43350	45350	46850	47900	48600	49000	49150	49200	38500	2.2
Lower Decile	27650	28700	29750	30800	31800	32850	33800	34750	35650	37350	39500	41100	42250	42950	43300	43400	43350	43000	34250	2.2
Mean	32300	33650	35100	36500	37950	39350	40800	42200	43600	46250	49950	53100	55600	57550	58850	59750	60250	60650	48900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36750	38550	40650	40500	42400	43550	51750	47400	50050	54300	59900	68950	75350	71100	77000	79100	78450	81650	65950	
Upper Quartile	35150	36300	38050	38450	39800	40400	44650	44100	46850	51300	54750	56800	61450	63800	59950	62700	69300	67200	55000	
Median	33450	34200	35800	36250	37550	37400	39750	41250	44050	46550	48700	49600	54600	55550	53550	54700	56000	56850	46000	
Lower Quartile	32000	32050	30200	33550	36050	34850	36750	37750	39650	42100	43750	43450	46850	50200	47950	46650	49100	50200	38500	
Lower Decile	27200	29450	27650	32350	33150	30650	35000	34150	35900	38550	40350	39000	41300	43450	44400	40900	44050	44250	34250	
Mean	33000	34200	34950	36300	37750	37800	41400	41250	43300	46650	49950	52650	57400	58250	58750	59700	58700	60450	48900	
Supporting Data																				
Total Number	22	39	46	45	49	36	46	51	46	108	81	75	80	63	49	65	47	91	1036	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	1	0	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

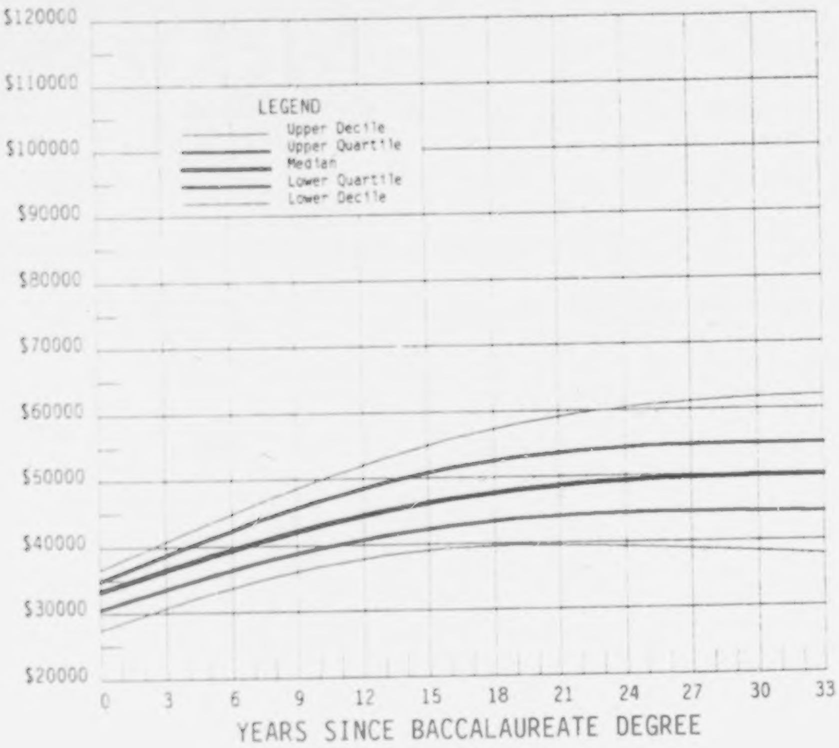
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	55550	61250	69600	77250	83650	88500	91750	93600	94400	94350	82900	2.2
Upper Quartile	0	0	0	0	0	0	0	0	51000	55000	60650	65600	69600	72650	74650	75900	76550	76800	69300	2.2
Median	0	0	0	0	0	0	0	0	47450	50500	54550	57900	60350	62050	63000	63450	63500	63150	58200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	45200	47900	51400	54100	55950	57050	57500	57500	57250	56400	53450	2.2
Lower Decile	0	0	0	0	0	0	0	0	41250	44350	48400	51550	53700	54800	55150	55000	54500	53200	49300	2.2
Mean	0	0	0	0	0	0	0	0	48400	52250	57650	62200	65750	68200	69700	70400	70600	70200	63650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	55150	58650	71250	78950	81400	82350	119550	109600	83050	89900	82900	
Upper Quartile	0	0	0	0	0	0	0	0	50450	54350	65000	67800	68250	68850	73800	74950	75900	79450	69300	
Median	0	0	0	0	0	0	0	0	48350	51700	57050	59000	58300	60900	58900	59800	69300	65150	58200	
Lower Quartile	0	0	0	0	0	0	0	0	46200	49450	53900	54900	53600	56100	55000	55500	57600	59100	53450	
Lower Decile	0	0	0	0	0	0	0	0	44300	45200	50100	53150	50850	53900	53550	53450	53550	56050	49300	
Mean	0	0	0	0	0	0	0	0	48650	51800	58850	65100	64050	65400	72700	71300	68450	71200	63650	
Supporting Data																				
Total Number	0	1	0	1	2	4	5	6	11	29	26	29	46	34	19	32	22	42	307	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	1	0	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36600	38000	39350	40750	42150	43500	44850	46150	47400	49850	53100	55850	58000	59600	60700	61400	61800	62150	53800	2.2
Upper Quartile	34900	36150	37450	38750	40000	41200	42400	43600	44700	46750	49400	51500	53000	53950	54500	54700	54750	54500	47650	2.2
Median	33300	34350	35400	36450	37500	38500	39450	40400	41300	42950	45100	46800	48050	48900	49450	49750	49850	49850	41550	2.2
Lower Quartile	30550	31600	32600	33600	34550	35500	36400	37250	38050	39550	41400	42750	43700	44200	44450	44500	44400	44050	36650	2.2
Lower Decile	27500	28600	29650	30700	31750	32750	33650	34550	35350	36750	38350	39300	39650	39550	39200	38700	38150	37050	33000	2.2
Mean	32850	34000	35150	36300	37400	38450	39500	40550	41500	43300	45600	47400	48650	49500	49950	50150	50200	50000	42700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36750	37850	40650	40300	41150	42200	46050	46500	46950	52100	52050	51800	59950	61700	61500	59000	62400	62850	53800	
Upper Quartile	35150	36000	38050	38250	39550	39550	42750	43900	45350	48850	49300	48600	52950	54200	53500	53750	55750	55450	47650	
Median	33450	34100	35800	36200	37450	36950	39000	40800	42150	44550	46000	44950	46450	49400	48800	46850	49700	52200	41550	
Lower Quartile	32000	31950	30200	33500	35950	34550	36450	37600	38850	41050	42150	40300	41600	43950	45950	42350	45150	45300	36650	
Lower Decile	27200	29400	27650	32350	33100	30500	34900	34400	33750	38000	38450	38050	37350	41850	41800	38800	33300	38650	33000	
Mean	33000	34000	34950	36200	37500	36950	40000	40950	41600	44750	45700	45000	48300	50050	50000	48650	50200	51150	42700	
Supporting Data																				
Total Number	22	36	46	44	48	32	41	45	35	79	55	46	34	29	30	33	25	48	729	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35800	37400	39000	40700	42350	44100	45800	47550	49300	52750	57850	62500	66700	70250	73150	75400	77050	79300	62000	2.2
Upper Quartile	34250	35750	37250	38750	40250	41750	43300	44750	46200	49050	52900	56150	58750	60700	62000	62850	63300	63650	53800	2.2
Median	32600	33850	35150	36400	37700	38950	40200	41400	42550	44800	47850	50350	52300	53750	54750	55400	55700	55950	44750	2.2
Lower Quartile	30350	31400	32500	33550	34600	35650	36650	37650	38600	40400	42800	44800	46350	47450	48250	48750	49000	49200	37650	2.2
Lower Decile	27400	28500	29600	30700	31750	32800	33800	34750	35650	37300	39250	40650	41400	41700	41700	41400	41050	40250	33700	2.2
Mean	32200	33500	34850	36150	37500	38800	40100	41400	42700	45150	48500	51350	53700	55450	56750	57600	58150	58700	47000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36000	38000	39700	40250	40750	42150	46900	46450	49450	53600	59850	62500	68000	67450	69850	72500	79800	80900	62000	
Upper Quartile	34900	36150	37550	38150	39250	40000	42950	43550	46450	51000	54850	54750	59050	60800	58150	58950	70150	64000	53800	
Median	33300	34200	35250	36200	37300	37250	38750	40750	43400	46100	48950	48950	53150	55000	52850	53450	56850	56450	44750	
Lower Quartile	31800	31900	29850	33550	35750	34500	36350	37150	39700	41650	44500	42350	46250	48950	47750	45200	48300	51550	37650	
Lower Decile	27150	29350	27400	32350	32900	30350	34850	33850	36950	38300	39450	38600	39850	43400	44350	40300	40900	40500	33700	
Mean	32850	34100	34150	36150	37250	36650	40050	40600	43250	46300	50200	50100	53550	55300	55800	56000	58800	59550	47000	
Supporting Data																				
Total Number	21	37	42	43	43	27	39	43	37	91	65	63	62	43	39	47	37	69	849	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

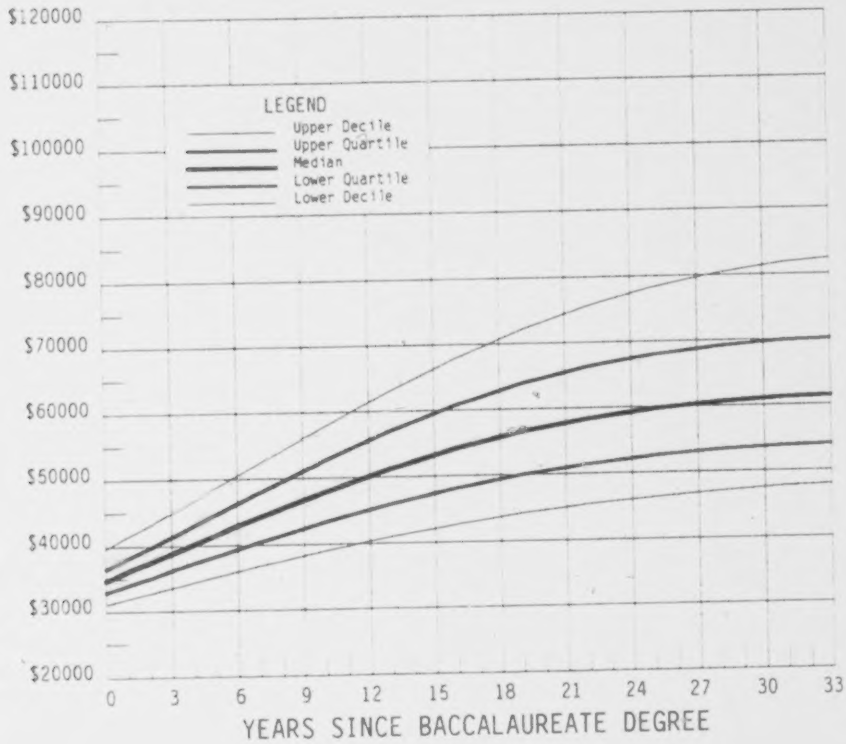
1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	54250	58550	64700	70150	74650	78100	80500	82050	82900	83500	76550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	49850	53200	58000	62300	66000	69000	71300	73000	74150	75500	66300	2.2
Median	0	0	0	0	0	0	0	0	46950	49850	53650	56850	59250	60950	61950	62550	62750	62650	57350	2.2
Lower Quartile	0	0	0	0	0	0	0	0	44800	47450	50900	53650	55600	56850	57500	57700	57600	57050	53100	2.2
Lower Decile	0	0	0	0	0	0	0	0	40900	43900	47950	51200	53450	54750	55300	55350	55050	54050	48350	2.2
Mean	0	0	0	0	0	0	0	0	47300	50600	55150	59100	62300	64700	66350	67400	68000	68350	60850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	55450	59550	71600	69950	70600	70300	82400	79600	83750	88450	76550	
Upper Quartile	0	0	0	0	0	0	0	0	51000	53700	65000	62200	61650	63750	70900	70100	77900	79150	66300	
Median	0	0	0	0	0	0	0	0	48300	51400	56400	56450	56800	59150	58000	58700	70350	63950	57350	
Lower Quartile	0	0	0	0	0	0	0	0	45950	48600	53600	54100	52700	55950	54950	55200	59950	59100	53100	
Lower Decile	0	0	0	0	0	0	0	0	44200	44200	49350	52600	50400	54200	53800	53050	56200	56150	48350	
Mean	0	0	0	0	0	0	0	0	48650	51400	58500	60350	58350	60650	67650	66850	70500	69950	60850	
Supporting Data																				
Total Number	0	1	0	1	0	1	4	6	10	22	24	21	34	21	13	22	18	32	229	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36000	37400	38850	40300	41700	43100	44450	45800	47100	49550	52800	55400	57350	58700	59550	59950	60150	60050	52800	2.2
Upper Quartile	34550	35850	37150	38400	39650	40850	42050	43200	44300	46350	49000	51050	52500	53450	53950	54150	54150	53900	46800	2.2
Median	33100	34150	35200	36250	37250	38250	39200	40150	41050	42700	44850	46550	47800	48700	49300	49600	49750	49800	40500	2.2
Lower Quartile	30400	31400	32400	33350	34300	35250	36100	36950	37750	39200	41000	42350	43250	43750	43950	44000	43900	43550	36200	2.2
Lower Decile	27400	28500	29550	30600	31600	32600	33500	34350	35150	36550	38050	38950	39250	39150	38750	38200	37650	36550	32650	2.2
Mean	32450	33600	34750	35900	37000	38100	39150	40150	41150	42900	45200	46900	48050	48800	49150	49250	49200	48900	41900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36000	37600	39700	40000	40750	41600	44650	45700	46200	52050	51850	52000	59550	64450	60700	55550	60300	60650	52800	
Upper Quartile	34900	35900	37550	37950	39250	39650	41050	43250	44500	48800	49150	48950	52700	54000	52800	52250	54500	55300	46800	
Median	33300	34100	35250	36100	37300	37000	38150	40250	41650	44550	46050	45000	46500	49200	48850	45700	48500	53200	40500	
Lower Quartile	31800	31800	29850	33500	35750	34350	36150	36950	38900	40650	42050	40000	40550	44050	46200	41500	44150	44950	36200	
Lower Decile	27150	29300	27400	32300	32900	30300	34750	34150	33800	37850	37400	37550	36900	42200	42550	38900	32350	37700	32650	
Mean	32850	33900	34150	36000	37250	36400	38850	40150	41250	44650	45450	45050	47750	50150	49900	46900	47700	50500	41900	
Supporting Data																				
Total Number	21	36	42	42	43	26	36	38	27	69	41	42	28	22	26	26	19	37	620	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

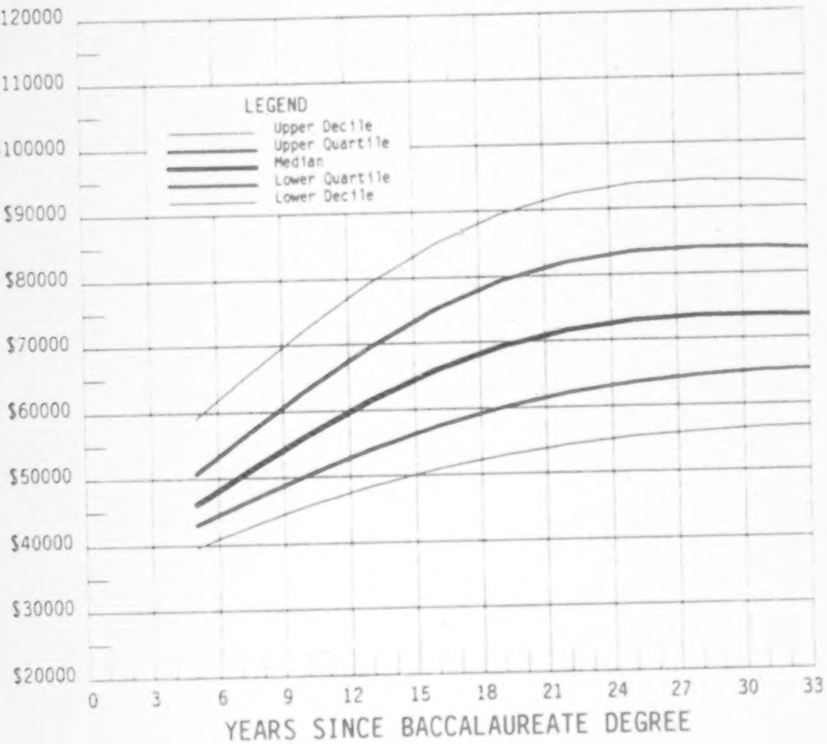
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39600	41350	43100	44900	46750	48600	50450	52300	54150	57800	63050	67850	72050	75500	78250	80350	81850	83800	69350	2.2
Upper Quartile	36500	38050	39700	41300	42950	44600	46250	47900	49500	52650	57000	60750	63850	66250	68000	69150	69900	70600	59100	2.2
Median	34750	36100	37450	38800	40150	41500	42850	44150	45450	47900	51250	54150	56550	58350	59700	60600	61200	61850	49550	2.2
Lower Quartile	32900	34000	35100	36200	37250	38300	39350	40400	41400	43300	45950	48150	50000	51450	52550	53350	53850	54500	42950	2.2
Lower Decile	31100	31950	32750	33600	34400	35200	36000	36750	37500	38950	40900	42650	44100	45350	46300	47100	47650	48450	37350	2.2
Mean	35200	36550	37900	39250	40600	41950	43250	44600	45900	48400	51900	55000	57600	59700	61300	62500	63300	64350	52150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42050	42200	43950	46150	48100	49850	52000	54450	58850	63500	67800	72050	72950	79150	82450	80200	84350	69350	
Upper Quartile	0	37200	38550	40900	42700	44850	47000	48950	50150	53350	57200	60050	62050	63100	66350	69800	70050	73100	59100	
Median	0	34900	36400	38550	39750	41450	43700	45550	46600	48600	50950	52150	54200	57450	59450	60700	61600	63350	49550	
Lower Quartile	0	33000	34400	35800	36700	38450	39700	40800	42000	44300	46550	46600	48050	50400	51500	52250	54850	56100	42950	
Lower Decile	0	31150	32650	32950	33800	35350	36400	37250	37900	39300	41300	40800	43100	45650	46250	47200	48200	48600	37350	
Mean	0	36000	37100	38950	40000	41850	43550	45050	46400	49150	52300	53750	56100	58250	61150	63000	63200	65500	52150	
Supporting Data																				
Total Number	154	269	294	505	550	794	945	988	903	2119	1591	1029	925	1178	841	822	945	1446	16298	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

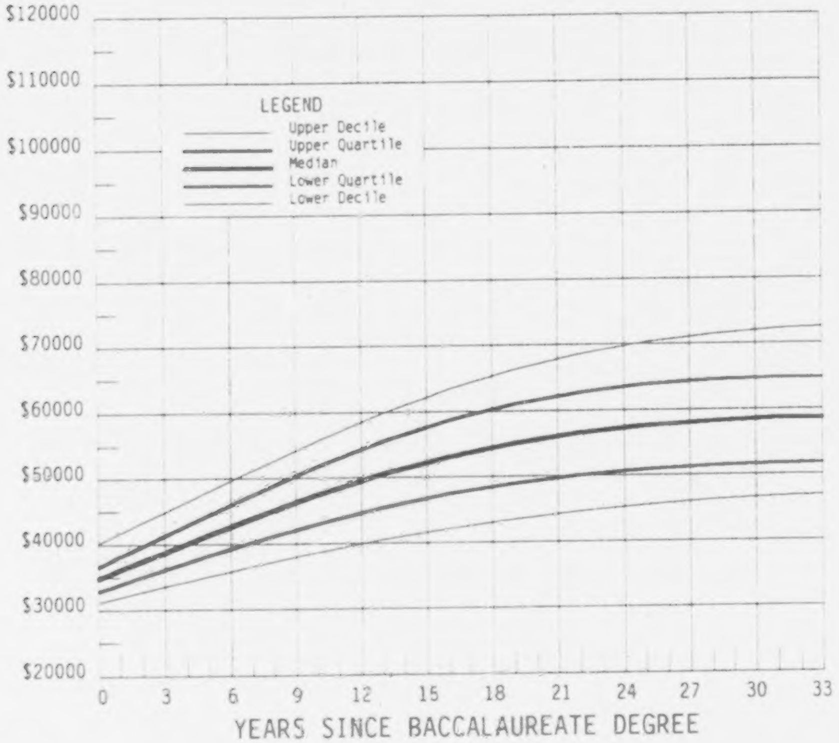
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	58950	61700	64400	67050	72250	79350	85150	89450	92250	93700	94150	94000	92750	89900	2.2
Upper Quartile	0	0	0	0	0	50750	53200	55700	58150	62950	69600	75150	79300	82000	83500	84000	83950	82850	78500	2.2
Median	0	0	0	0	0	46100	48150	50150	52200	56100	61450	65900	69300	71600	72950	73550	73600	73050	68100	2.2
Lower Quartile	0	0	0	0	0	42950	44450	45950	47400	50200	54050	57400	60050	62100	63550	64500	65100	65650	57700	2.2
Lower Decile	0	0	0	0	0	39600	40900	42100	43300	45550	48450	50900	52800	54250	55300	56000	56450	56850	49850	3.4
Mean	0	0	0	0	0	48100	50100	52100	54050	57850	63050	67350	70700	72950	74350	75050	75250	74950	69250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	71750	64800	65600	68150	71600	82600	81350	87500	89300	98100	95100	89900	95000	89900	
Upper Quartile	0	0	0	0	0	62000	55150	54000	59550	63950	71750	72250	75550	80750	86000	84150	80550	85300	78500	
Median	0	0	0	0	0	52500	50000	48900	51850	57150	62300	65050	67400	70400	73250	73750	71850	74600	68100	
Lower Quartile	0	0	0	0	0	48500	45700	44750	46900	51650	55050	57500	58550	58950	63300	64400	64400	67250	57700	
Lower Decile	0	0	0	0	0	43200	43700	41150	42750	45900	49700	49550	52200	51300	53000	56300	58000	58400	49850	
Mean	0	0	0	0	0	56050	52300	51050	53750	58850	64450	65700	69400	70400	75100	75650	73600	76500	69250	
Supporting Data																				
Total Number	0	11	4	7	5	22	28	32	59	197	203	181	180	199	180	199	255	400	2162	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40100	41700	43300	44850	46450	48050	49650	51200	52700	55700	59750	63300	66250	68550	70250	71450	72250	73150	63150	2.2
Upper Quartile	36600	38150	39700	41300	42850	44400	45950	47450	48950	51750	55500	58650	61050	62750	63850	64500	64800	64850	56150	2.2
Median	34800	36150	37450	38750	40050	41350	42650	43900	45100	47400	50500	53050	55050	56550	57550	58200	58600	58850	48250	2.2
Lower Quartile	32850	33950	35050	36100	37200	38250	39250	40250	41200	43000	45400	47400	48950	50100	50850	51400	51700	52000	41850	2.2
Lower Decile	31150	31950	32750	33550	34300	35050	35800	36550	37250	38600	40450	42050	43450	44550	45450	46150	46650	47400	36750	2.2
Mean	35350	36600	37850	39100	40350	41600	42800	44000	45150	47400	50400	52950	55050	56650	57850	58650	59200	59800	49500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	47500	41050	42300	43800	46050	47200	49600	51800	53500	57050	60550	62650	63900	65850	68000	72500	71850	75900	63150	
Upper Quartile	37000	37050	38550	40900	42600	44550	46850	48850	49800	52350	55250	57300	58650	61100	62600	64300	64700	67600	56150	
Median	34250	34850	36350	38550	39700	41250	43500	45450	46350	48100	49950	50450	52100	56400	57650	58350	59050	60300	48250	
Lower Quartile	32800	32900	34400	35850	36700	38350	39600	40700	41700	44000	45750	45450	47100	49500	49950	50250	52200	53800	41850	
Lower Decile	31800	31050	32650	32900	33750	35200	36300	37100	37650	38950	40750	40000	42100	45100	45450	46100	47350	47600	36750	
Mean	36500	35550	37100	38850	39950	41400	43250	44850	45900	48150	50550	51250	52900	55750	57350	58950	59350	61300	49500	
Supporting Data																				
Total Number	154	258	290	498	545	772	917	956	844	1922	1388	848	745	979	661	623	690	1046	14136	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38050	39850	41650	43500	45350	47200	49100	51000	52850	56500	61600	66100	69850	72750	74900	76300	77200	78050	65050	2.2
Upper Quartile	36000	37600	39200	40800	42450	44050	45650	47250	48800	51800	55950	59400	62200	64250	65650	66500	67000	67300	56450	2.2
Median	34500	35800	37150	38450	39750	41050	42350	43600	44850	47200	50400	53050	55200	56800	57950	58700	59200	59600	47900	2.2
Lower Quartile	32700	33750	34800	35800	36850	37850	38850	39800	40700	42500	44900	46950	48600	49900	50900	51600	52050	52600	41150	2.2
Lower Decile	31050	31800	32550	33300	34000	34700	35400	36100	36800	38050	39850	41500	42900	44100	45100	45950	46600	47550	36200	2.2
Mean	34550	35850	37200	38550	39850	41200	42500	43750	45050	47450	50800	53650	56050	57850	59250	60200	60800	61500	49800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42000	37950	40450	43250	44650	46750	49350	50800	53050	57850	62650	65800	67800	70100	72850	75500	77400	80350	65050	
Upper Quartile	35550	36300	37850	40500	42250	44400	46600	48350	49450	52450	55850	58400	59850	62050	63600	65400	67550	70100	56450	
Median	33850	34550	36100	38250	39400	41000	43300	44950	46000	47800	50000	50600	52550	56650	57750	58250	59800	61050	47900	
Lower Quartile	32650	32750	34250	35500	36250	38100	39350	40150	41350	43150	45350	45300	46950	49350	49650	50050	53150	54050	41150	
Lower Decile	31550	30900	32550	32750	33350	34650	36050	36750	37150	38450	40000	39450	41800	44750	44750	46000	47550	47600	36200	
Mean	35350	34750	36450	38300	39400	41000	42950	44300	45600	48150	51200	52150	54300	56900	58400	59550	61150	63000	49800	
Supporting Data																				
Total Number	137	238	266	449	474	665	787	787	721	1616	1137	706	642	748	479	511	617	973	11953	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55300	57950	60550	63200	68300	75300	81200	85700	88700	90350	91050	91050	90100	85500	2.2
Upper Quartile	0	0	0	0	0	49400	51750	54100	56400	60950	67150	72350	76250	78800	80200	80750	80700	79800	74800	2.2
Median	0	0	0	0	0	45500	47350	49200	51050	54550	59350	63350	66450	68600	69950	70650	70900	70750	63800	2.2
Lower Quartile	0	0	0	0	0	42650	44000	45300	46600	49050	52400	55200	57450	59100	60300	61050	61550	61950	54350	2.2
Lower Decile	0	0	0	0	0	39750	40750	41750	42700	44500	46900	48950	50650	51950	52950	53650	54100	54700	47550	2.2
Mean	0	0	0	0	0	46850	48750	50600	52400	55950	60700	64700	67750	69850	71200	71850	72100	71900	65650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59000	57400	58800	62450	67750	79900	79100	83600	88400	90150	92200	87400	92100	85500	
Upper Quartile	0	0	0	0	0	54900	54600	52250	57550	61600	68100	70850	74450	79150	78800	79300	78450	82200	74800	
Median	0	0	0	0	0	51500	48500	47850	51150	55200	61150	61700	65050	68000	67550	69850	70450	72350	63800	
Lower Quartile	0	0	0	0	0	46600	45200	43600	46600	50900	53750	53850	55300	56450	59450	60900	62500	62900	54350	
Lower Decile	0	0	0	0	0	43250	42950	40600	42400	45050	48950	48250	50650	48550	49900	52950	56100	55600	47550	
Mean	0	0	0	0	0	51800	49950	49000	52000	56750	62850	62900	66750	67950	69500	72000	71550	73300	65650	
Supporting Data																				
Total Number	0	8	4	6	5	15	23	26	53	159	151	120	124	126	99	109	162	260	1450	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38400	40100	41750	43450	45150	46800	48500	50100	51700	54800	58900	62300	64900	66750	67950	68600	68900	68900	60950	2.2
Upper Quartile	36050	37600	39150	40700	42300	43850	45350	46850	48300	51050	54700	57650	59800	61300	62150	62550	62650	62400	53400	2.2
Median	34500	35800	37100	38400	39650	40900	42150	43350	44550	46750	49650	52100	53950	55300	56200	56700	57000	57150	46750	2.2
Lower Quartile	32700	33750	34750	35750	36750	37700	38650	39600	40450	42150	44350	46150	47600	48650	49400	49950	50250	50550	40300	2.2
Lower Decile	31100	31850	32550	33250	33900	34600	35250	35900	36550	37800	39500	41050	42350	43500	44500	45300	45900	46850	35700	2.2
Mean	34750	36000	37250	38500	39700	40900	42100	43250	44400	46550	49400	51800	53700	55100	56100	56750	57150	57500	47600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42000	37950	40450	43100	44300	46550	49150	50600	52350	55950	59350	61650	62400	64100	65800	67600	69250	71800	60950	
Upper Quartile	35550	36150	37850	40450	42150	44150	46450	48250	49100	51500	54100	55800	57250	60200	61400	62100	62600	64850	53400	
Median	33850	34500	36050	38200	39350	40850	43150	44900	45700	47200	49150	49350	50800	55550	56200	56400	57700	58650	46750	
Lower Quartile	32650	32700	34250	35500	36250	38000	39200	40050	41050	42600	44650	44300	45600	48750	48850	48900	50450	52050	40300	
Lower Decile	31550	30800	32550	32750	33350	34550	35950	36650	36900	38150	39450	38850	41050	44400	44350	45100	46900	47000	35700	
Mean	35350	34600	36450	38250	39300	40800	42750	44150	45100	47200	49400	49950	51300	54700	55500	56200	57450	59200	47600	
Supporting Data																				
Total Number	137	230	262	443	469	650	764	761	668	1457	986	586	518	622	380	402	455	713	10503	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	49550	51000	52500	54000	55500	57050	60200	64900	69500	73900	77800	81200	83900	85900	88200	75750	3.0
Upper Quartile	0	0	0	44750	46200	47650	49100	50500	51950	54700	58700	62300	65500	68200	70450	72200	73600	75500	63900	2.2
Median	0	0	0	41250	42500	43750	45000	46250	47450	49800	53050	56000	58550	60700	62450	63800	64800	66250	55150	2.2
Lower Quartile	0	0	0	38850	39850	40850	41850	42800	43750	45600	48150	50400	52400	54100	55500	56600	57450	58650	48000	2.2
Lower Decile	0	0	0	36500	37450	38300	39200	40050	40850	42400	44450	46200	47600	48700	49550	50150	50550	51100	43000	2.2
Mean	0	0	0	42400	43650	44900	46100	47350	48550	50900	54200	57250	59900	62150	64000	65550	66700	68350	57500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	54900	52600	54500	53100	55200	55950	60500	64500	69300	73950	74850	83500	86850	84600	88600	75750	
Upper Quartile	0	0	0	48100	46250	48350	49250	51700	52750	55350	59150	62350	64000	63950	69000	74600	73450	78150	63900	
Median	0	0	0	42100	42150	43200	45500	47900	48850	50700	53150	55400	56900	58400	60800	64150	65000	68750	55150	
Lower Quartile	0	0	0	38950	39350	40400	41750	43900	44850	47350	48550	48700	49800	52450	54300	57500	58100	60300	48000	
Lower Decile	0	0	0	35650	37550	38550	38800	40250	40250	44350	45350	44600	47000	47200	47900	49650	50500	53250	43000	
Mean	0	0	0	43850	43600	45500	46150	47950	49100	51800	54450	56100	59200	59700	63400	66850	66600	69900	57500	
Supporting Data																				
Total Number	17	31	27	55	75	125	157	197	172	476	431	292	252	394	330	272	291	438	4032	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71350	79400	86100	91100	94250	95850	96200	95900	94150	93250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62950	70200	76450	81250	84500	86300	87050	87050	86000	83000	2.2
Median	0	0	0	0	0	0	0	0	0	58350	64450	69450	73150	75500	76700	77000	76800	75600	72950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54150	59200	63350	66400	68350	69450	69800	69750	69000	65750	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51950	55850	58600	60500	61750	62500	63000	63250	63450	58600	3.4
Mean	0	0	0	0	0	0	0	0	0	59850	65900	70900	74700	77150	78550	79050	79000	78100	75000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73000	83000	78800	100500	89350	99200	94550	93300	96000	93250	
Upper Quartile	0	0	0	0	0	0	0	0	0	67650	76400	71650	77000	80600	89450	86450	85100	88350	83000	
Median	0	0	0	0	0	0	0	0	0	63750	66500	67350	71000	72500	77000	76750	74850	77900	72950	
Lower Quartile	0	0	0	0	0	0	0	0	0	59300	60300	62900	65300	64000	70650	68950	67550	71550	65750	
Lower Decile	0	0	0	0	0	0	0	0	0	56300	54550	60050	58900	56950	61450	60950	61800	68700	58600	
Mean	0	0	0	0	0	0	0	0	0	65000	68250	68000	74700	73100	80050	77500	76850	80850	75000	
Supporting Data																				
Total Number	0	3	0	1	0	6	5	6	4	35	46	52	49	64	68	77	87	128	631	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	50250	51300	52400	53450	54500	55600	57700	60900	64000	66950	69700	72250	74550	76450	79650	67250	2.2
Upper Quartile	0	0	0	44800	46150	47450	48750	50050	51300	53700	57000	59850	62250	64200	65750	66900	67700	68750	60200	2.2
Median	0	0	0	41300	42500	43650	44850	46000	47100	49250	52200	54750	56850	58500	59800	60750	61400	62250	52750	2.2
Lower Quartile	0	0	0	38850	39850	40850	41800	42750	43650	45400	47750	49750	51400	52750	53750	54500	55050	55700	47100	2.2
Lower Decile	0	0	0	36400	37350	38250	39150	40000	40800	42300	44250	45800	46950	47750	48250	48550	48700	48800	42150	2.2
Mean	0	0	0	42450	43550	44600	45700	46750	47800	49750	52500	54950	57050	58800	60250	61350	62250	63450	54300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	54950	52600	52350	52550	55000	55650	58400	62000	63450	65350	66850	70400	77000	76700	82000	67250	
Upper Quartile	0	0	0	47750	46250	47500	48950	51400	52550	54250	57400	59000	60550	61850	63400	67750	67850	71950	60200	
Median	0	0	0	42000	42150	43000	45250	47700	48750	50150	52150	53000	54450	57200	58900	61350	61950	64150	52750	
Lower Quartile	0	0	0	38900	39350	40300	41650	43750	44800	47100	48150	47700	48900	51250	52300	56100	55450	57550	47100	
Lower Decile	0	0	0	35600	37550	38500	38750	40100	40150	44200	45000	44000	46100	46450	47000	48200	48850	50700	42150	
Mean	0	0	0	43700	43600	44700	45600	47550	48650	50750	52800	53550	55450	57100	59100	62600	62250	65400	54300	
Supporting Data																				
Total Number	17	28	27	54	75	119	152	191	168	441	385	240	203	330	262	195	204	310	3401	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

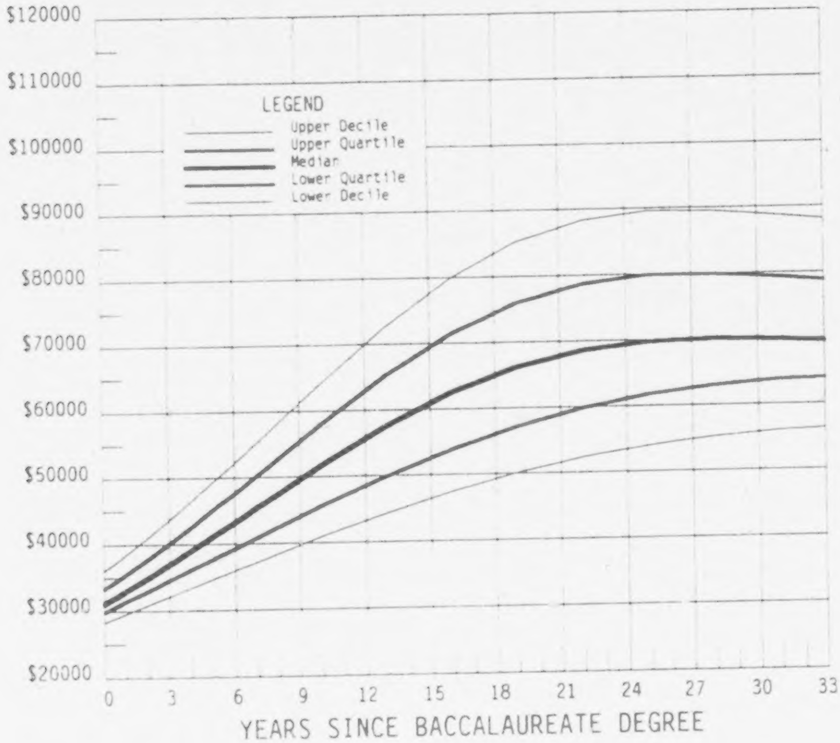
1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	72800	78450	86150	92350	96850	99600	100900	101200	100800	99100	94100	2.2
Upper Quartile	0	0	0	0	0	0	0	0	57950	62950	70050	76150	80950	84300	86350	87350	87650	87050	82100	2.2
Median	0	0	0	0	0	0	0	0	53150	57250	62800	67350	70700	72800	73900	74200	74050	73000	68800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	47850	50950	55150	58600	61200	62950	64000	64450	64600	64250	58900	2.2
Lower Decile	0	0	0	0	0	0	0	0	43600	46000	49200	51850	53900	55350	56250	56800	57100	57150	51650	2.2
Mean	0	0	0	0	0	0	0	0	55450	59450	64950	69450	72750	74950	76200	76650	76650	75900	71700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	80000	86500	91750	94750	83150	89250	105000	111050	89100	112500	94100	
Upper Quartile	0	0	0	0	0	0	0	0	62000	63500	77000	76500	76350	76000	88350	92800	82200	93100	82100	
Median	0	0	0	0	0	0	0	0	58000	58500	66000	63350	68500	69600	76000	81250	68300	75350	68800	
Lower Quartile	0	0	0	0	0	0	0	0	51500	52600	54100	56500	61000	60800	68000	65500	61800	65750	58900	
Lower Decile	0	0	0	0	0	0	0	0	47000	46550	48300	50800	56100	50600	60950	58550	54050	58500	51650	
Mean	0	0	0	0	0	0	0	0	59600	61850	67350	68300	68950	70100	78900	81400	70850	80600	71700	
Supporting Data																				
Total Number	0	0	1	1	1	4	1	4	10	27	23	31	31	36	32	39	37	35	313	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65700	71450	76300	80150	82850	84650	85650	86100	86100	83100	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59500	65250	70100	73900	76650	78350	79250	79600	79400	72700	2.2
Median	0	0	0	0	0	0	0	0	0	54100	58850	62700	65550	67400	68400	68800	68750	68050	63550	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	49250	52900	55900	58150	59650	60550	60950	61050	60800	56700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45200	48300	50850	52750	54100	54950	55400	55600	55550	50500	2.2
Mean	0	0	0	0	0	0	0	0	0	55500	60050	63800	66550	68400	69500	69950	70000	69550	65550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	66400	81500	71600	77200	77200	85250	93500	86500	84700	83100	
Upper Quartile	0	0	0	0	0	0	0	0	0	62000	73500	65000	72000	71400	76500	83200	80300	81250	72700	
Median	0	0	0	0	0	0	0	0	0	57000	59350	58650	66000	64650	69650	73350	66800	68650	63550	
Lower Quartile	0	0	0	0	0	0	0	0	0	51500	53400	52600	59000	57500	62750	61500	60600	61500	56700	
Lower Decile	0	0	0	0	0	0	0	0	0	46100	48050	50150	55100	49550	59600	56800	53150	57300	50500	
Mean	0	0	0	0	0	0	0	0	0	57400	64750	59500	65850	64850	70200	74350	68450	70750	65550	
Supporting Data																				
Total Number	0	0	1	1	1	3	1	4	8	24	17	22	24	27	19	26	31	23	232	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

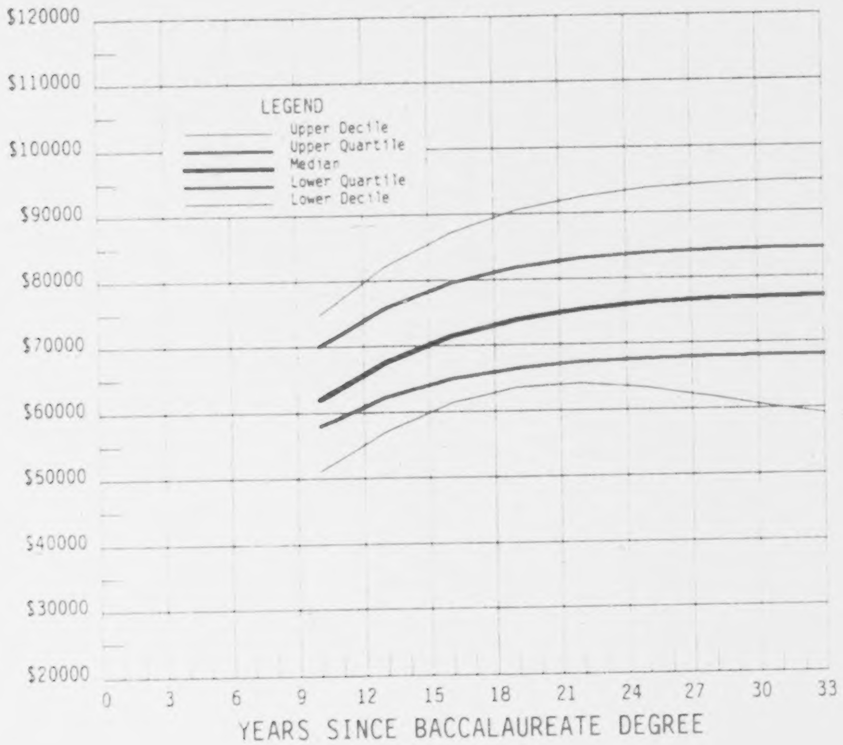
SALARY CURVES FOR ENGINEERS IN COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36000	38400	40950	43600	46350	49200	52150	55150	58150	64150	72700	79850	85100	88250	89550	89500	88700	86050	79450	2.2
Upper Quartile	33250	35400	37700	40050	42450	45000	47550	50150	52750	57950	65250	71400	75900	78650	79850	79900	79300	77250	68600	2.2
Median	31100	32950	34900	36900	38950	41050	43200	45350	47450	51700	57550	62500	66200	68550	69750	70100	69900	68750	55150	2.2
Lower Quartile	29850	31400	32950	34500	36100	37650	39250	40850	42450	45550	49950	53850	57150	59750	61700	63000	63750	64400	42750	3.8
Lower Decile	28350	29600	30850	32100	33400	34650	35950	37200	38450	40900	44350	47450	50100	52300	53950	55200	56000	56750	35600	3.4
Mean	32100	33950	35900	37900	39950	42050	44150	46300	48450	52650	58500	63450	67250	69800	71200	71750	71750	70850	56950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	41600	39700	40700	43600	47100	55200	54500	58600	64750	77700	78050	88650	83900	86150	87550	80900	93800	79450	
Upper Quartile	35250	36900	36500	37450	40850	44450	49600	50450	50850	58150	66700	70550	80550	78400	78350	79600	76050	78150	68600	
Median	32300	34200	33550	35600	38150	41800	43500	45050	47100	51500	58350	61200	68600	68250	70950	71000	68500	67550	55150	
Lower Quartile	30300	32200	32200	34200	34500	37750	40200	41600	42850	46600	48150	52750	59550	60950	63800	63400	63100	61200	42750	
Lower Decile	28650	30450	30700	32000	31000	35100	35900	38500	39550	42250	42550	47100	50300	51750	56900	53900	57950	54650	35600	
Mean	33100	35100	34750	35850	39950	42350	45050	45900	47950	52750	58900	62700	70100	68500	71550	71350	69700	71500	56950	
Supporting Data																				
Total Number	16	33	41	42	59	46	53	48	42	149	125	81	82	73	86	64	58	81	1178	
$125,000 or More	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

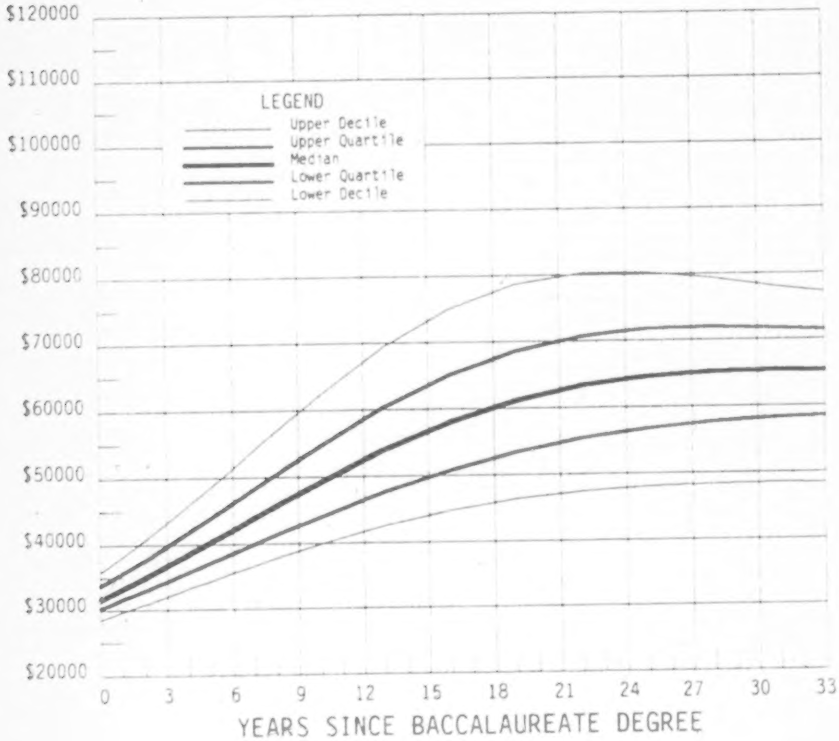
SALARY CURVES FOR ENGINEERS IN COMPUTERS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	74700	82100	87200	90500	92500	93700	94350	94700	94900	90800	4.4
Upper Quartile	0	0	0	0	0	0	0	0	0	70000	75800	79550	81800	83150	83850	84200	84400	84450	81250	5.2
Median	0	0	0	0	0	0	0	0	0	61950	67550	71400	73850	75350	76250	76750	76950	77100	72750	4.6
Lower Quartile	0	0	0	0	0	0	0	0	0	57900	62250	64900	66450	67300	67700	67950	68050	68150	64150	4.6
Lower Decile	0	0	0	0	0	0	0	0	0	51050	57000	61250	63550	64050	63250	61750	60050	56650	55650	2.2
Mean	0	0	0	0	0	0	0	0	0	64050	69450	73050	75250	76600	77350	77700	77900	78000	73850	4.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	78750	77100	91550	92550	85050	94550	92000	87300	109550	90800	
Upper Quartile	0	0	0	0	0	0	0	0	0	74350	71800	76050	86950	82350	81250	84150	79300	92650	81250	
Median	0	0	0	0	0	0	0	0	0	62750	65800	69350	78850	77200	75750	75650	72600	78600	72750	
Lower Quartile	0	0	0	0	0	0	0	0	0	57200	61600	63000	71800	68050	69900	68350	66850	63450	64150	
Lower Decile	0	0	0	0	0	0	0	0	0	50500	58250	56400	66000	64700	64100	62350	61100	55100	55650	
Mean	0	0	0	0	0	0	0	0	0	64400	68050	71550	81500	75350	77250	76600	73500	80600	73850	
Supporting Data																				
Total Number	0	0	0	0	3	2	9	4	2	24	34	30	38	37	43	35	28	36	324	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN COMPUTERS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35800	38200	40650	43250	45900	48600	51350	54150	56900	62250	69500	75050	78600	80200	80250	79350	77950	74800	69800	2.2
Upper Quartile	33700	35650	37650	39700	41850	44000	46150	48300	50450	54650	60400	65150	68600	70750	71800	72000	71700	70450	60250	2.2
Median	31600	33300	35000	36750	38550	40300	42100	43950	45700	49200	54000	58000	61150	63300	64600	65200	65400	65000	48100	2.2
Lower Quartile	30300	31650	33050	34400	35800	37200	38600	39950	41350	44000	47650	50800	53400	55400	56800	57750	58300	58800	39600	2.2
Lower Decile	28500	29700	30900	32050	33250	34400	35600	36700	37800	39850	42550	44750	46350	47400	48050	48350	48450	48250	34250	2.2
Mean	32150	33850	35600	37400	39250	41050	42900	44750	46550	50100	54850	58800	61700	63600	64650	65000	65000	64250	50550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	41600	39700	40700	43150	47300	53550	53500	59250	60700	77850	72900	78750	73950	80400	79200	77150	75350	69800	
Upper Quartile	35250	36900	36500	37450	40500	44000	48450	49300	49900	55250	61750	64500	66600	68200	71600	72750	72000	71150	60250	
Median	32300	34200	33550	35600	37900	41600	42600	44750	46700	49850	52750	57400	60500	62000	65900	65800	65450	65150	48100	
Lower Quartile	30300	32200	32200	34200	34300	37600	39500	41350	42600	45700	45700	49650	51600	52850	58650	55400	61400	60000	39600	
Lower Decile	28650	30450	30700	32000	30900	35000	35200	38350	39400	41400	41100	44450	43800	46000	46750	51000	55600	46350	34250	
Mean	33100	35100	34750	35850	37400	42250	43850	45250	47750	50500	55450	57450	60450	61450	65900	65100	66150	64150	50550	
Supporting Data																				
Total Number	16	33	41	42	56	44	44	44	40	125	90	51	44	36	43	29	30	45	854	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: COMPUTERS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35150	37450	39900	42400	45050	47800	50600	53450	56350	62200	70700	78150	84000	88000	90200	91000	90900	89350	74800	2.2
Upper Quartile	32950	35050	37200	39450	41800	44200	46600	49100	51550	56500	63400	69200	73550	76250	77550	77850	77450	75800	62850	2.2
Median	30950	32750	34600	36500	38450	40450	42500	44500	46500	50450	55900	60450	63850	56050	67200	67550	67450	66450	48750	2.2
Lower Quartile	29900	31250	32650	34100	35550	37000	38500	39950	41400	44300	48350	51950	54950	57350	59100	60300	61100	61900	38250	2.2
Lower Decile	28600	29700	30750	31850	32950	34050	35150	36200	37300	39400	42450	45200	47600	49650	51300	52600	53600	54950	33450	2.2
Mean	32000	33750	35550	37450	39350	41300	43250	45200	47200	51050	56500	61150	64850	67450	69100	69950	70250	69950	52050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39450	39800	38050	42650	46250	53050	54850	57900	63350	74450	78350	83350	82300	90550	81200	78300	102850	74800	
Upper Quartile	35250	36600	36100	36950	40000	44100	48550	50150	51800	56700	63600	70350	78500	75300	77100	75400	72900	77850	62850	
Median	32300	34000	33500	35400	37300	41000	42600	44500	47600	50550	56650	60200	65450	64550	66450	70700	65300	66450	48750	
Lower Quartile	30300	32100	32150	34000	33600	36800	39350	41550	42250	45750	44050	47100	54850	55350	60950	63400	60900	61050	38250	
Lower Decile	28650	30400	30650	31600	30800	34750	34650	37000	39100	41900	40250	47850	43150	50550	46850	55050	55000	58500	33450	
Mean	33100	34800	34650	35150	39850	40450	44050	45600	47950	51750	56100	62250	65550	65200	68700	69950	66100	72800	52050	
Supporting Data																				
Total Number	16	32	40	37	45	28	38	31	32	88	71	34	31	25	32	23	32	45	677	
$125,000 or More	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: COMPUTERS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35050	37300	39650	42050	44550	47050	49600	52150	54700	59550	65950	70500	73750	75050	74950	74050	72800	69900	64650	2.2
Upper Quartile	33250	35150	37100	39100	41150	43200	45250	47350	49400	53350	58650	62950	66000	67800	68550	68600	68200	66850	55100	2.2
Median	31400	33000	34650	36300	38000	39700	41400	43100	44750	48050	52600	56500	59500	61700	63100	63900	64200	64150	44150	2.2
Lower Quartile	30150	31400	32700	34000	35350	36650	37950	39300	40550	43100	46600	49700	52300	54350	55850	56950	57700	58500	36400	2.2
Lower Decile	28850	29800	30750	31750	32700	33700	34700	35650	36650	38550	41350	43900	46200	48300	50050	51500	52650	54400	32650	2.2
Mean	31850	33450	35100	36800	38500	40200	41900	43600	45300	48550	53000	56750	59600	61600	62800	63450	63600	63350	46600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37400	39450	39800	38050	41500	46050	52450	53800	58600	60300	68050	66500	77350	66750	70450	78800	68000	73250	64650	
Upper Quartile	35250	36600	36100	36950	39550	43550	46300	47800	51400	54650	58100	61150	68400	62900	65750	74350	65800	67850	55100	
Median	32300	34000	33500	35400	37050	40300	41600	44000	47100	49050	50250	56750	61850	55950	61350	70000	62650	65100	44150	
Lower Quartile	30300	32100	32150	34000	33350	36650	38850	41250	41950	45000	44150	49000	50750	50900	52200	61000	60000	59900	36400	
Lower Decile	28650	30400	30650	31600	30650	34650	34150	36450	38950	41100	38350	46950	42000	45550	45400	56600	54500	56900	32650	
Mean	33100	34800	34650	35150	36550	40150	42600	44600	47700	49800	52000	56350	59950	57150	59850	68900	62650	64250	46600	
Supporting Data																				
Total Number	16	32	40	37	43	26	31	28	30	73	50	21	21	11	16	11	17	23	523	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

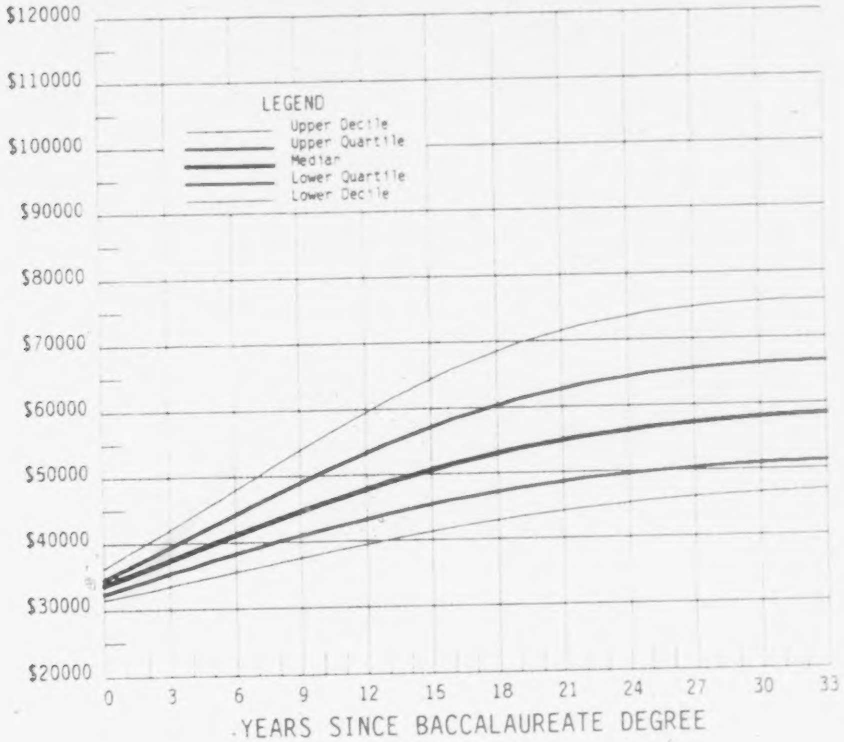
1992 ENGINEERING SALARY STATISTICS: COMPUTERS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	48600	51750	54850	57850	60800	66300	73350	78850	82800	85450	87100	88000	88450	88700	81600	4.8
Upper Quartile	0	0	0	0	44300	46850	49400	51900	54400	59150	65600	71000	75150	78150	80100	81300	81950	82400	73200	4.4
Median	0	0	0	0	40500	42650	44800	46900	49000	53000	58400	62950	66550	69250	71150	72350	73050	73550	61600	4.0
Lower Quartile	0	0	0	0	37600	39300	41050	42700	44350	47500	51700	55300	58200	60400	62000	63100	63750	64350	48500	3.6
Lower Decile	0	0	0	0	35150	36600	38000	39350	40650	43050	46050	48400	50150	51450	52300	52900	53200	53500	41950	3.8
Mean	0	0	0	0	41350	43600	45800	47950	50100	54100	59500	63900	67300	69800	71450	72500	73100	73500	62100	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	45400	48500	58150	52750	64700	67300	77250	79150	89250	85200	84700	83500	79800	88600	81600	
Upper Quartile	0	0	0	0	43350	44000	52500	50150	48600	59300	69600	72100	79950	78200	78750	78450	77300	78450	73200	
Median	0	0	0	0	40750	42250	45300	45050	46250	52700	60200	61450	71700	69500	72300	69550	70400	69950	61600	
Lower Quartile	0	0	0	0	38550	40000	42350	40900	44400	47550	50300	53550	60050	62550	65550	61950	66300	57400	48500	
Lower Decile	0	0	0	0	34600	38000	40150	39150	41500	42350	44800	46900	51450	51900	57700	51000	64200	44150	41950	
Mean	0	0	0	0	40250	42800	47350	45800	47950	53950	61500	63600	71750	69400	72850	69100	71850	68950	62100	
Supporting Data																				
Total Number	0	1	1	5	13	17	14	15	10	55	46	41	45	41	44	29	19	26	424	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: COMPUTERS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	47000	49700	52450	55200	57900	63200	70250	75650	79050	80550	80600	79700	78350	75300	73900	2.2
Upper Quartile	0	0	0	0	43350	45450	47550	49650	51700	55750	61250	65750	69150	71350	72500	72950	72850	72000	64000	2.2
Median	0	0	0	0	39950	41750	43550	45350	47100	50500	55150	58950	61750	63650	64700	65100	65100	64550	52850	2.2
Lower Quartile	0	0	0	0	37550	39150	40700	42200	43650	46400	49750	52200	53650	54250	54250	53850	53250	51850	44650	2.2
Lower Decile	0	0	0	0	35050	36300	37450	38600	39700	41650	44150	45950	47050	47600	47700	47550	47250	46450	40500	2.2
Mean	0	0	0	0	40650	42500	44350	46200	48050	51500	56100	59800	62400	63950	64650	64750	64500	63450	55400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	45400	48500	59050	52750	64700	59500	77250	74450	81400	74100	83000	78150	78000	77200	73900	
Upper Quartile	0	0	0	0	43350	44000	51250	50150	48600	55600	63650	66800	64050	69800	77050	68500	74800	73500	64000	
Median	0	0	0	0	40750	42250	43850	45050	46250	50450	56250	57350	59550	64000	68000	62350	68500	63550	52850	
Lower Quartile	0	0	0	0	38550	40000	41850	40900	44400	46850	48000	51000	52250	54500	59000	51750	65150	46700	44650	
Lower Decile	0	0	0	0	34600	38000	39100	39150	41500	41450	43650	43350	45950	46150	51200	47600	61000	41500	40500	
Mean	0	0	0	0	40250	42800	46800	45800	47950	50750	57600	58250	61500	62850	68950	61450	69100	61750	55400	
Supporting Data																				
Total Number	0	1	1	5	13	17	11	15	10	46	34	25	22	23	21	14	10	15	284	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

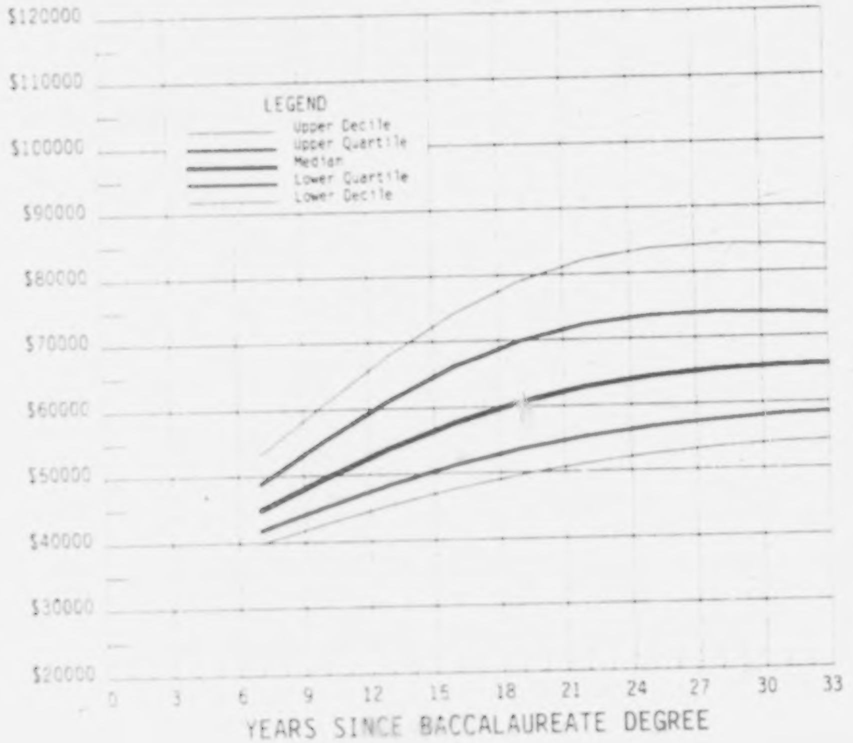
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	36250	38150	40050	41950	43950	45950	47950	49950	51950	55850	61300	66000	69700	72400	74200	75200	75700	75750	63400	2.2
Upper Quartile	34550	36150	37750	39350	40950	42600	44200	45800	47400	50500	54700	58350	61250	63400	64900	65850	66400	66750	53600	2.2
Median	33700	34900	36150	37400	38650	39900	41100	42300	43500	45750	48850	51500	53700	55400	56700	57600	58200	58900	45750	2.2
Lower Quartile	32400	33400	34400	35400	36350	37350	38250	39200	40100	41750	44050	46050	47700	49000	49950	50650	51100	51550	38750	3.4
Lower Decile	31500	32150	32800	33450	34150	34800	35500	36150	36850	38150	40050	41800	43300	44500	45500	46200	46650	47100	34800	3.4
Mean	33800	35150	36450	37800	39150	40450	41750	43000	44250	46600	49900	52700	55100	57000	58500	59550	60300	61050	47700	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38250	37850	39750	41800	42950	53600	48000	49350	52000	54850	62150	63800	70850	68600	80600	74300	75500	76400	63400	
Upper Quartile	34650	35800	37700	39950	40400	46200	43900	46050	47900	50150	54000	56950	62950	61250	66000	65900	70050	65200	53600	
Median	33400	34500	36550	37950	38500	41200	40450	41350	44150	45850	49050	50500	53400	54750	56550	57550	62400	57100	45750	
Lower Quartile	32650	32900	34900	36000	35500	37100	37600	38400	39400	42250	44650	45900	47700	48750	50550	51200	53200	48400	38750	
Lower Decile	32200	31600	33100	33650	33550	33850	34700	35750	36250	38850	40650	41850	42900	44100	46200	47350	47650	44400	34800	
Mean	34500	35000	36650	38150	38400	42250	40900	42250	44150	46550	50250	52200	56050	55750	60150	59550	62300	58450	47700	
Supporting Data																				
Total Number	86	112	157	153	99	92	111	120	133	351	294	185	191	144	104	101	103	107	2643	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

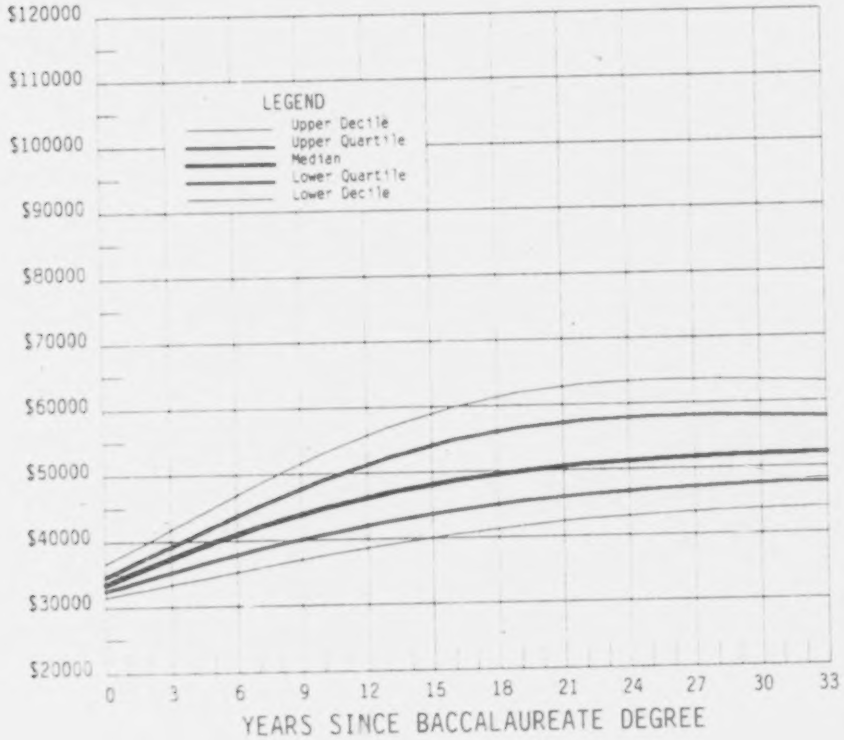
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS SUPERVISORS, ALL DEGREE LEVELS



1991 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, SUPERVISORY*

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	53100	55700	60850	68100	74300	79000	82150	83800	84350	84200	82900	75900	2.2
Upper Quartile	0	0	0	0	0	0	0	48750	51000	55300	61300	66250	69950	72300	73500	73850	73650	72450	67000	2.2
Median	0	0	0	0	0	0	0	44850	46450	49650	54000	57750	60700	62850	64350	65200	65650	65850	56950	2.2
Lower Quartile	0	0	0	0	0	0	0	41750	42950	45300	48500	51300	53550	55350	56650	57600	58250	58950	49600	2.2
Lower Decile	0	0	0	0	0	0	0	39750	40750	42700	45350	47700	49650	51250	52450	53350	54000	54850	44000	2.2
Mean	0	0	0	0	0	0	0	45750	47500	50900	55550	59500	62650	64900	66350	67200	67600	67650	59000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	51200	54650	61850	70400	76800	75750	76400	87150	84000	82650	87000	75900	
Upper Quartile	0	0	0	0	0	0	0	48000	49900	55100	63200	66000	69800	67850	79250	72000	74000	72650	67000	
Median	0	0	0	0	0	0	0	44750	-6550	50100	54250	56000	62200	59500	67000	62650	68750	65200	56950	
Lower Quartile	0	0	0	0	0	0	0	41050	44400	45450	49400	50000	53650	53750	55800	55250	62200	59000	49600	
Lower Decile	0	0	0	0	0	0	0	39200	-0850	42400	46400	47700	50100	49800	51350	51600	55400	56000	44000	
Mean	0	0	0	0	0	0	0	44950	47150	50850	56650	58750	63300	61700	68700	65700	69050	67550	59000	
Supporting Data																				
Total Number	5	3	5	12	4	9	9	16	29	83	88	56	84	57	47	48	54	50	659	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $12000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38250	40000	41700	43450	45150	46850	48500	50100	53100	56950	59900	61950	63050	63550	63500	63250	62300	55450	2.2
Upper Quartile	34650	36150	37700	39200	40700	42200	43650	45100	46450	49050	52300	54850	56550	57550	58000	58050	57850	57150	49200	2.2
Median	33450	34800	36150	37400	38650	39850	40950	42000	43000	44800	47000	48700	49950	50850	51450	51850	52050	52250	42700	3.8
Lower Quartile	32450	33400	34350	35250	36150	37000	37850	38650	39400	40800	42650	44150	45350	46250	46900	47350	47650	47900	37350	3.6
Lower Decile	31500	32100	32700	33350	33950	34550	35150	35800	36400	37550	39100	40500	41600	42500	43100	43550	43800	44000	34100	3.8
Mean	33750	35100	36400	37700	38950	40100	41250	42300	43300	45150	47500	49300	50650	51650	52350	52800	53100	53350	43950	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	37850	39550	41850	42650	51050	47750	49050	51100	52550	55150	58950	61950	62350	62750	66700	67300	61050	55450	
Upper Quartile	34500	35700	37650	40000	40300	44750	43500	45650	47000	48750	51350	54550	55100	57200	59750	59450	61850	55250	49200	
Median	33350	34450	36550	38050	38350	40550	40250	40800	42750	44900	47500	48750	49200	51650	52050	52850	54050	48950	42700	
Lower Quartile	32650	32850	34900	35900	35400	36600	37200	38000	38600	41650	43000	43900	44700	46600	48150	48400	48300	45200	37350	
Lower Decile	32200	31550	33100	33500	33450	33650	34550	35350	35850	38300	39450	41150	41350	42150	44400	43300	43350	42000	34100	
Mean	34250	34900	36600	38150	38100	41400	40600	41800	43350	45200	47550	49400	50300	51900	53100	54000	54850	50500	43950	
Supporting Data																				
Total Number	81	109	152	141	95	83	102	104	104	268	206	129	107	87	57	53	49	57	1984	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36000	37650	39350	41100	42850	44600	46350	48150	49900	53350	58250	62600	66250	69150	71300	72800	73800	74850	61100	2.2
Upper Quartile	34550	36000	37500	38950	40450	41950	43450	44950	46400	49250	53200	56700	59550	61850	63550	64750	65550	66400	51700	2.2
Median	33600	34750	35950	37150	38300	39450	40600	41700	42750	44850	47700	50250	52400	54150	55600	56650	57450	58350	44200	2.8
Lower Quartile	32350	33300	34200	35150	36050	36900	37800	38650	39500	41100	43300	45250	46850	48150	49100	49800	50300	50700	37750	3.4
Lower Decile	31450	32050	32650	33300	33950	34550	35200	35850	36500	37750	39600	41300	42800	44050	45100	45850	46400	46950	34300	3.2
Mean	33600	34800	36050	37250	38500	39700	40900	42100	43250	45500	48600	51400	53750	55700	57250	58400	59150	59950	46200	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36450	37200	38950	40700	43050	49200	47350	48450	50200	52900	57450	59750	68100	66200	78150	74100	74750	72800	61100	
Upper Quartile	34000	35650	37550	39450	40400	44700	43700	45200	46250	49250	52100	55000	61850	59550	63800	65600	69250	64600	51700	
Median	33300	34400	36500	37500	38500	39950	39950	40850	42500	45100	48050	49150	52650	54250	54350	57000	60900	56550	44200	
Lower Quartile	32600	32800	34800	35600	35400	35950	37300	38050	38650	41750	43750	44850	47250	48050	49300	50850	51900	47500	37750	
Lower Decile	32200	31550	32950	33500	33400	33400	34600	35450	35900	38300	40150	41700	42700	43550	45450	47150	47250	44150	34300	
Mean	34000	34400	36200	37450	38400	40850	40400	41650	42900	45600	48600	50500	55200	54650	58150	59100	60700	57500	46200	
Supporting Data																				
Total Number	81	107	147	133	92	71	90	101	107	279	234	140	159	101	74	84	78	86	2164	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	51050	53300	57750	64150	69800	74450	77950	80300	81750	82500	82750	73950	2.2
Upper Quartile	0	0	0	0	0	0	0	47250	49150	52750	57750	62100	65750	68600	70750	72250	73250	74150	64850	3.4
Median	0	0	0	0	0	0	0	43850	45350	48200	52150	55700	58700	61150	63050	64500	65500	66650	55450	3.0
Lower Quartile	0	0	0	0	0	0	0	41200	42350	44600	47700	50500	52850	54800	56300	57450	58300	59400	48250	2.2
Lower Decile	0	0	0	0	0	0	0	39100	40050	41900	44500	46900	48950	50750	52200	53400	54300	55600	42350	2.2
Mean	0	0	0	0	0	0	0	44700	46250	49250	53450	57150	60300	62900	64850	66350	67350	68350	57350	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	46900	55400	58400	65050	69050	75350	71600	83600	83500	78600	86400	73950	
Upper Quartile	0	0	0	0	0	0	0	45700	50000	52250	58400	60650	67600	64500	77650	72250	73900	71250	64850	
Median	0	0	0	0	0	0	0	43250	46000	48300	52100	54000	60450	58500	65500	63150	68350	65100	55450	
Lower Quartile	0	0	0	0	0	0	L	40050	44000	44700	48400	49050	53000	53250	55750	56600	61600	59000	48250	
Lower Decile	0	0	0	0	0	0	0	38800	40100	41400	45200	47350	49900	48600	51100	52350	55550	56400	42350	
Mean	0	0	0	0	0	0	0	43300	46850	48950	53750	56100	62550	59750	66950	66250	67850	67200	57350	
Supporting Data																				
Total Number	5	3	4	12	4	8	8	11	24	58	64	42	68	41	31	39	37	39	498	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35850	37500	39200	40850	42500	44200	45800	47400	48950	51900	55650	58600	60650	61900	62450	62550	62350	61600	53700	2.2
Upper Quartile	34550	36000	37450	38850	40250	41650	43000	44300	45550	47900	50900	53200	54800	55800	56250	56350	56250	55700	47900	2.2
Median	33450	34700	35900	37100	38200	39300	40350	41350	42250	43950	46150	47800	49100	50050	50700	51100	51350	51550	41500	3.8
Lower Quartile	32400	33300	34150	35000	35800	36600	37400	38150	38900	40250	42100	43650	44900	45850	46550	47050	47350	47600	36650	3.6
Lower Decile	31450	32000	32600	33200	33750	34350	34950	35550	36100	37250	38800	40150	41250	42100	42750	43150	43400	43600	33700	3.8
Mean	33450	34700	35950	37150	38300	39450	40500	41550	42500	44300	46550	48350	49750	50750	51500	51950	52250	52500	42900	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	35900	37000	38800	40650	42750	46500	47250	48500	48600	52100	53750	57150	61750	61350	61800	65000	66550	59450	53700	
Upper Quartile	33950	35550	37500	39450	40300	43250	43200	45100	45100	47950	50050	52250	54400	56000	55100	58150	60600	53950	47900	
Median	33250	34350	36450	37500	38350	39100	39750	40600	41100	44400	46600	47900	48800	50500	50850	51850	53750	48150	41500	
Lower Quartile	32600	32750	34800	35450	35250	35450	36900	37600	37950	41300	42450	43300	44350	45900	47750	48100	48100	44950	36650	
Lower Decile	32150	31500	32950	33350	33300	33250	34450	35150	35500	37900	39200	41100	41250	41600	44200	42500	42850	41500	33700	
Mean	33700	34300	36150	37400	38050	39700	40100	41450	41750	44700	46650	48100	49750	51150	51800	52950	54200	49500	42900	
Supporting Data																				
Total Number	76	104	143	121	88	63	82	90	83	221	170	98	91	60	43	45	41	47	1666	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

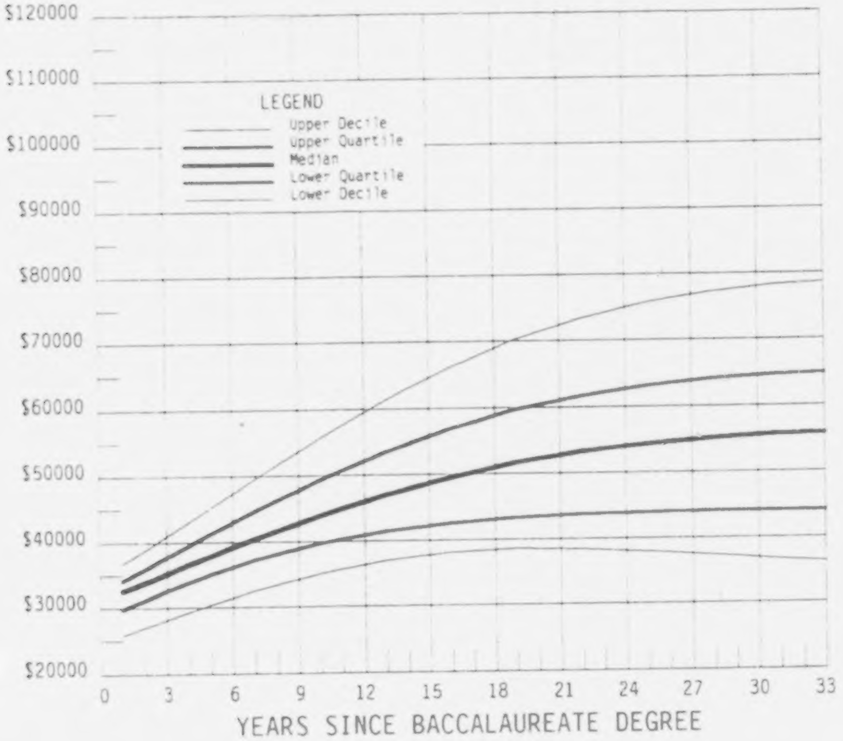
1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	48900	51450	53950	56450	61350	68000	73400	77250	79500	80450	80450	79900	78050	70650	2.2
Upper Quartile	0	0	0	0	0	45300	47400	49500	51550	55450	60550	64500	67150	68550	69000	68750	68150	66450	60950	2.2
Median	0	0	0	0	0	42100	43600	45100	46550	49300	52950	55850	58000	59450	60250	60600	60700	60350	51400	2.2
Lower Quartile	0	0	0	0	0	39800	41000	42150	43300	45400	48150	50250	51800	52800	53350	53600	53650	53400	44700	2.2
Lower Decile	0	0	0	0	0	37800	38600	39450	40250	41700	43650	45250	46500	47450	48100	48600	48850	49200	40050	2.2
Mean	0	0	0	0	0	42850	44500	46100	47700	50650	54600	57750	60050	61450	62200	62450	62400	61800	53700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	45200	0	54200	50000	50600	59000	60000	73750	71600	74400	73800	85650	70000	82000	85500	70650	
Upper Quartile	0	0	0	42500	0	48500	47000	48750	51650	54850	63450	62250	69600	62400	71000	65650	71000	69000	60950	
Median	0	0	0	40350	0	42800	42350	46000	48700	48950	54900	55500	56000	53000	62000	60650	67000	60500	51400	
Lower Quartile	0	0	0	39000	0	40400	39500	40100	46100	45300	49550	51050	49250	49250	52700	52050	60650	52750	44700	
Lower Decile	0	0	0	38200	0	38950	35000	38500	44250	41900	45200	44200	43700	44300	50350	50400	50300	49700	40050	
Mean	0	0	0	40800	0	44800	42800	44900	49450	50300	57100	57150	58950	56250	63750	60950	66950	62450	53700	
Supporting Data																				
Total Number	5	4	8	16	7	16	20	18	25	70	48	43	28	32	26	15	22	19	422	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	48650	50700	52600	54450	57550	60800	62300	62200	61000	59250	0	0	0	60200	2.2
Upper Quartile	0	0	0	0	0	44300	45950	47500	49000	51650	54700	56500	57200	57000	56200	0	0	0	53550	2.2
Median	0	0	0	0	0	42000	43450	44850	46150	48450	51050	52600	53250	53100	52500	0	0	0	47850	2.2
Lower Quartile	0	0	0	0	0	39500	40550	41550	42500	44150	46050	47250	47900	48000	47800	0	0	0	42000	2.2
Lower Decile	0	0	0	0	0	37650	38350	39000	39600	40600	41650	42200	42400	42300	42000	0	0	0	38850	2.2
Mean	0	0	0	0	0	42450	43800	45100	46350	48450	50800	52150	52650	52400	51750	0	0	0	48350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	45200	0	54500	50300	49700	60000	54900	60550	62100	58800	61450	63100	0	0	0	60200	
Upper Quartile	0	0	0	42500	0	47400	43750	47750	52250	49950	54500	57750	54100	54900	61800	0	0	0	53550	
Median	0	0	0	40350	0	42500	42150	44500	48800	47850	50600	53950	49600	50400	59000	0	0	0	47850	
Lower Quartile	0	0	0	39000	0	40250	39100	39350	45800	43400	47250	46450	47200	46600	51100	0	0	0	42000	
Lower Decile	0	0	0	38200	0	38900	34900	38200	44000	41150	40400	40850	41900	42350	44300	0	0	0	38850	
Mean	0	0	0	40800	0	44350	42550	43550	49700	47550	50550	52600	50250	50950	56100	0	0	0	48350	
Supporting Data																				
Total Number	5	4	7	16	7	15	19	13	20	45	26	29	13	19	11	7	6	8	270	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

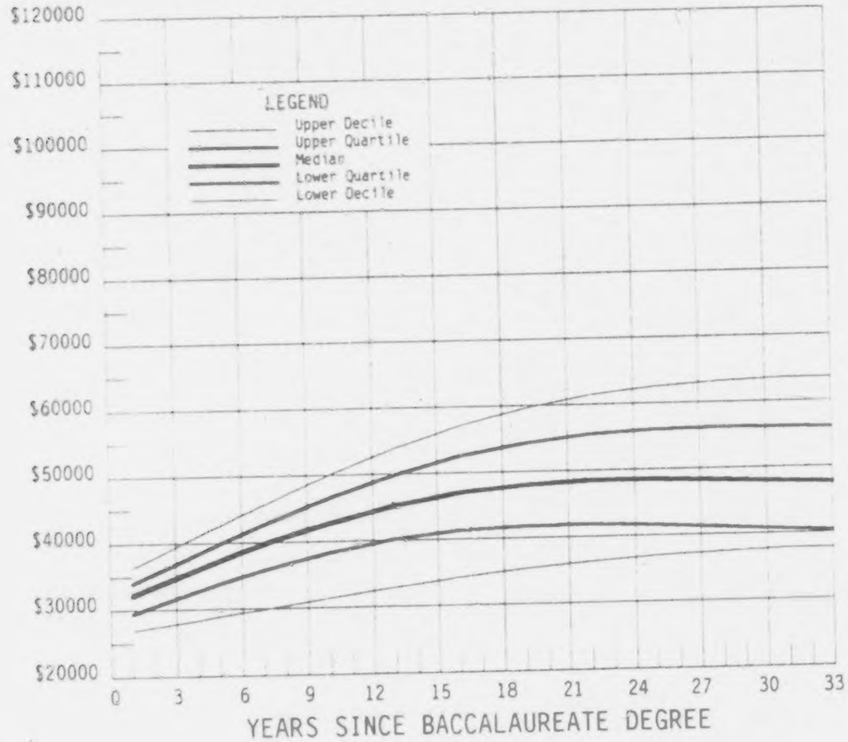
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	36650	38750	40900	43050	45200	47350	49500	51600	55700	61300	66200	70250	73400	75700	77300	78300	79150	67800	3.4
Upper Quartile	0	34100	35900	37700	39450	41250	42950	44650	46300	49400	53500	56950	59650	61650	63100	64100	64700	65250	56500	3.4
Median	0	32450	33850	35200	36550	37850	39150	40400	41650	43950	47000	49600	51700	53250	54400	55200	55700	56100	45850	3.4
Lower Quartile	0	29750	31200	32550	33800	35050	36150	37200	38100	39700	41450	42600	43300	43750	43950	44100	44150	44200	37350	3.4
Lower Decile	0	25800	27000	28150	29300	30400	31450	32450	33400	35050	36950	38050	38500	38350	37900	37250	36550	35250	32300	2.2
Mean	0	32700	34150	35550	37000	38350	39750	41050	42350	44750	48000	50700	52900	54550	55750	56600	57100	57550	49150	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35950	39800	0	0	44000	50000	0	0	52200	70800	54100	66400	87500	87500	87000	70800	67750	67800	
Upper Quartile	0	35450	35000	0	0	40250	42500	0	0	47000	60000	51400	56500	68350	73000	65200	57500	60000	56500	
Median	0	34550	32500	0	0	36000	39500	0	0	42200	50000	47300	50600	57000	62500	56000	53500	50000	45850	
Lower Quartile	0	33500	29000	0	0	31500	37500	0	0	36650	44000	44750	43250	43450	50250	48500	44400	37350	37350	
Lower Decile	0	32600	22800	0	0	30000	36000	0	0	31200	38450	35800	37400	41200	41500	41600	38900	31200	32300	
Mean	0	34500	33050	0	0	36300	40650	0	0	42300	52450	46850	50750	61200	64400	59800	52150	50150	49150	
Supporting Data																				
Total Number	4	12	14	8	8	10	10	7	5	28	36	29	34	35	25	26	13	32	336	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	36300	37850	39400	41000	42550	44100	45600	47100	50000	53850	57050	59550	61350	62550	63200	63500	63550	56800	2.2
Upper Quartile	0	33950	35400	36850	38350	39800	41200	42600	43950	46500	49850	52450	54300	55500	56050	56250	56150	55650	50600	2.2
Median	0	32150	33500	34750	36050	37300	38500	39650	40750	42750	45200	46950	48000	48450	48500	48250	47900	46950	42100	2.2
Lower Quartile	0	29400	30550	31650	32750	33800	34800	35800	36650	38250	40100	41250	41750	41850	41550	41100	40600	39550	35000	2.2
Lower Decile	0	26850	27300	27800	28300	28850	29350	29850	30400	31400	32850	34200	35300	36200	36900	37350	37700	37950	31450	3.4
Mean	0	31850	33100	34300	35450	36650	37750	38850	39900	41850	44350	46300	47600	48450	48850	48950	48900	48500	43100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35950	37400	0	0	44000	0	0	0	49400	58800	54700	56000	60400	65400	61200	68000	64000	56800	
Upper Quartile	0	35450	33900	0	0	40250	0	0	0	45000	53250	50400	52250	57500	61500	55750	55250	54500	50600	
Median	0	34550	32250	0	0	36000	0	0	0	41000	46100	46800	47000	51000	51500	51500	47000	44000	42100	
Lower Quartile	0	33500	28500	0	0	31500	0	0	0	36000	40050	44300	41750	42100	42900	43250	42500	36650	35000	
Lower Decile	0	32600	22600	0	0	30000	0	0	0	30950	32600	34600	36000	39200	39950	40550	38000	32000	31450	
Mean	0	34500	31100	0	0	36300	0	0	0	40250	46000	46150	46350	49450	52150	50750	49150	46100	43100	
Supporting Data																				
Total Number	4	12	13	8	8	10	9	6	4	24	23	23	20	18	13	17	10	20	242	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

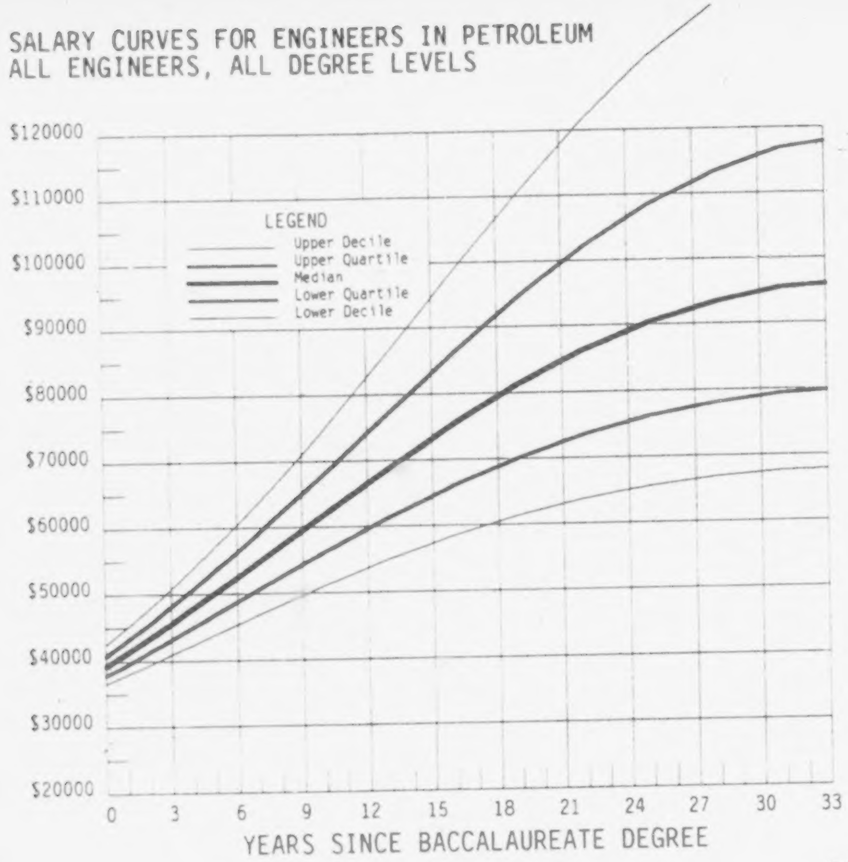
1992 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	34700	36700	38750	40850	43000	45200	47400	49600	54000	60200	65600	69900	72900	74700	75600	75850	75350	65350	2.2
Upper Quartile	0	33600	35250	36950	38700	40450	42150	43850	45500	48700	52900	56250	58600	60050	60700	60750	60550	59600	54200	2.2
Median	0	31850	33300	34750	36150	37550	38950	40300	41600	44050	47200	49650	51250	52200	52550	52550	52300	51550	44550	2.2
Lower Quartile	0	29000	30300	31600	32850	34100	35300	36400	37450	39350	41400	42650	43100	42950	42400	41650	40900	39400	36200	2.2
Lower Decile	0	26550	27300	28050	28800	29500	30150	30800	31400	32500	33850	34950	35800	36400	36650	37150	37300	37450	31900	3.4
Mean	0	31100	32600	34100	35650	37150	38650	40100	41550	44250	47800	50550	52500	53600	54100	54100	53900	53050	47500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35950	35600	0	0	44000	0	0	0	51600	68200	53300	68000	82000	91000	85500	71600	68400	65350	
Upper Quartile	0	35450	33500	0	0	40250	0	0	0	47000	58350	50750	56650	63000	67000	64350	57000	57500	54200	
Median	0	34550	32000	0	0	36000	0	0	0	41750	49250	46850	50000	56000	61000	53750	53500	47750	44550	
Lower Quartile	0	33500	28000	0	0	31500	0	0	0	36000	42900	44600	42750	42750	45500	43750	43250	36850	36200	
Lower Decile	0	32600	22400	0	0	30000	0	0	0	30950	33800	35400	37000	40400	40700	40850	38300	30900	31900	
Mean	0	34500	30400	0	0	36300	0	0	0	41400	51400	46300	50650	59000	63400	57300	52250	48950	47500	
Supporting Data																				
Total Number	4	12	12	7	7	10	9	6	3	24	29	27	30	26	18	19	11	29	283	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY, NON-SUPERVISORY, BS

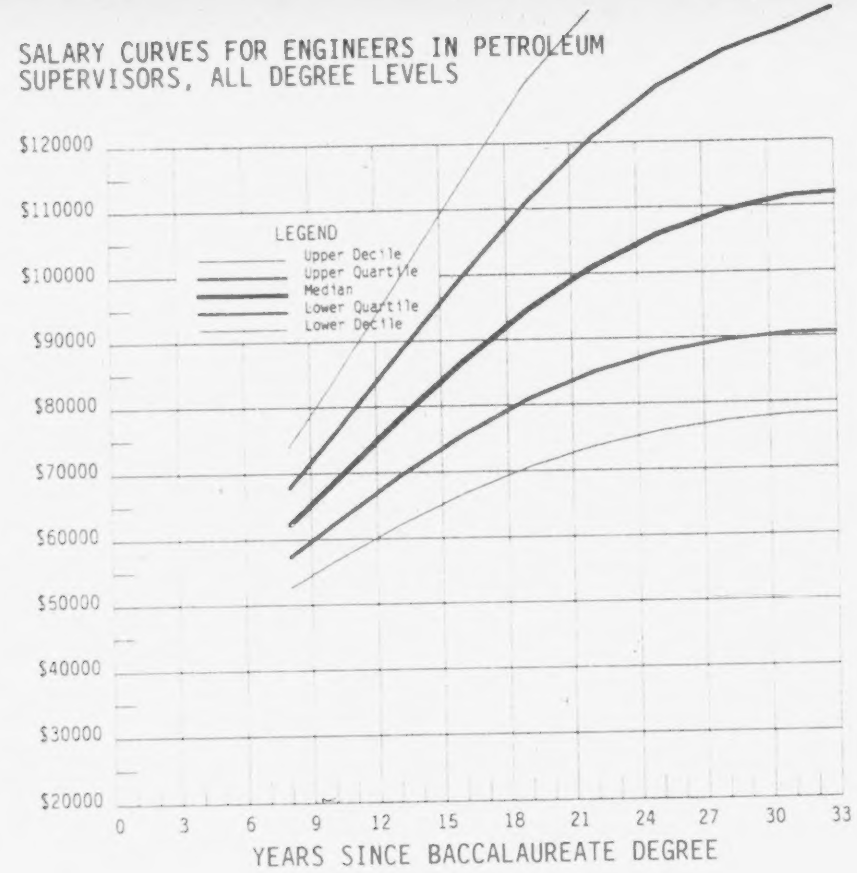
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	35700	37250	38800	40350	41850	43400	44900	46350	49150	52900	56000	58350	59950	61000	61550	61750	61650	55150	2.2
Upper Quartile	0	34000	35400	36750	38100	39450	40750	42050	43300	45650	48750	51250	53050	54300	55000	55300	55400	55150	48550	2.2
Median	0	32450	33600	34750	35900	37000	38050	39050	40000	41700	43800	45250	46150	46550	46600	46450	46150	45450	40900	2.2
Lower Quartile	0	29300	30350	31400	32450	33450	34350	35250	36100	37550	39250	40300	40800	40850	40600	40200	39750	38800	34200	2.2
Lower Decile	0	27200	27400	27650	27950	28300	28650	29050	29450	30300	31600	32800	33900	34850	35550	36100	36400	36700	31050	3.4
Mean	0	31850	32950	34100	35200	36250	37300	38300	39250	41050	43350	45100	46350	47150	47550	47700	47700	47400	42000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35950	35600	0	0	44000	0	0	0	49850	56800	53900	54950	58400	64000	58800	0	64000	55150	
Upper Quartile	0	35450	33500	0	0	40250	0	0	0	45100	51500	49250	51100	56000	61000	54100	0	54500	48550	
Median	0	34550	32000	0	0	36000	0	0	0	40500	45500	46350	44750	44000	51500	48500	0	44000	40900	
Lower Quartile	0	33500	28000	0	0	31500	0	0	0	34500	39500	44100	41200	41000	42500	42250	0	36650	34200	
Lower Decile	0	32600	22400	0	0	30000	0	0	0	30750	29600	34200	33400	38300	39500	39950	0	32000	31050	
Mean	0	34500	30400	0	0	36300	0	0	0	40050	44850	45350	45050	46650	51800	48650	0	46100	42000	
Supporting Data																				
Total Number	4	12	12	7	7	10	8	5	2	21	18	21	17	12	10	13	8	20	207	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

SALARY CURVES FOR ENGINEERS IN PETROLEUM
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PETROLEUM

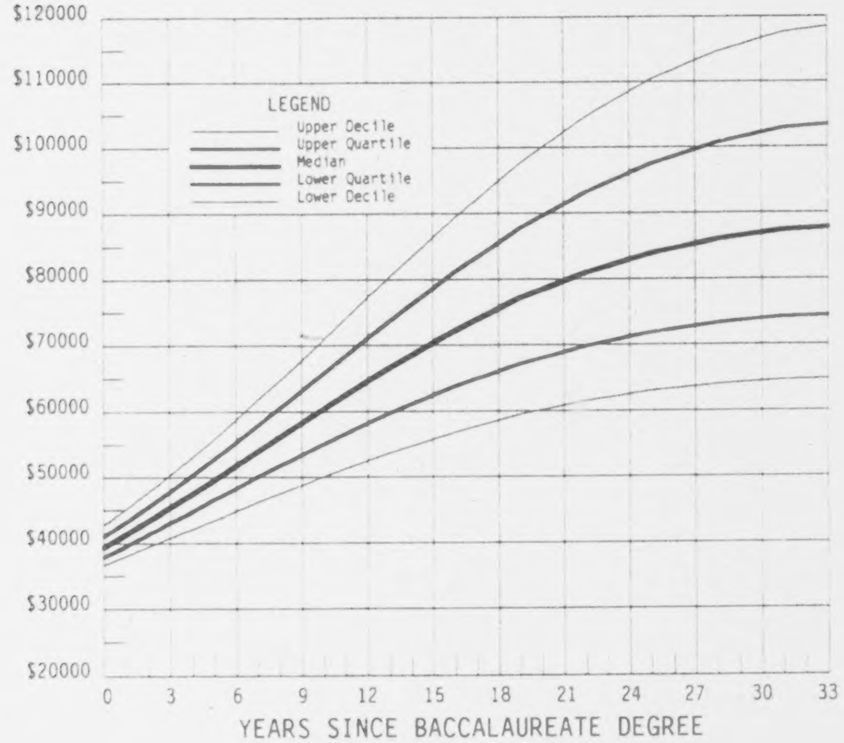
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42450	45100	47850	50750	53800	57000	60300	63700	67250	74650	86400	98500	110350	121400	131000	138700	144300	150400	107800	3.2
Upper Quartile	40750	43150	45600	48150	50750	53450	56250	59100	62050	68000	77100	86100	94550	102100	108450	113350	116850	120600	84800	3.2
Median	39250	41300	43450	45600	47850	50100	52400	54750	57100	61800	68800	75400	81350	86400	90400	93400	95400	97350	67700	3.4
Lower Quartile	37800	39550	41350	43200	45050	46900	48750	50600	52450	56100	61300	66050	70150	73550	76200	78100	79350	80600	53400	3.4
Lower Decile	36550	38000	39450	40950	42400	43900	45350	46800	48250	51050	55000	58450	61400	63750	65550	66800	67600	68250	43500	3.6
Mean	39500	41550	43650	45850	48100	50450	52800	55250	57700	62700	70200	77500	84200	90000	94700	98250	100700	103000	72500	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	43300	45100	46750	49550	52350	57750	59050	63050	66950	75750	87200	98150	110750	119900	127700	138500	148050	149400	107800	
Upper Quartile	41400	43150	45500	47000	49350	52950	54250	58450	61450	69200	78150	86700	93000	99250	107950	114900	118750	119650	84800	
Median	39850	41100	43450	44900	46650	49500	50400	53750	56150	63050	69750	75250	79750	85300	90450	93950	96550	96400	67700	
Lower Quartile	38450	39200	41450	42400	44050	46750	46250	49500	50850	57300	62200	66150	68550	73550	76450	78450	79850	79000	53400	
Lower Decile	37050	38100	39450	40250	41550	43200	43350	45350	45650	52450	55500	58300	60850	64750	66150	66850	68600	65000	43500	
Mean	40250	41300	43500	45100	47000	50100	50950	54050	56600	63850	71050	77750	82800	89450	94400	98700	101750	101250	72500	
Supporting Data																				
Total Number	289	300	298	300	261	240	264	232	232	1564	1245	815	712	698	558	511	388	563	9470	
$125,000 or More	0	0	0	0	0	0	0	0	0	5	9	9	21	45	59	70	72	110	400	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	4	


SALARY CURVES FOR ENGINEERS IN PETROLEUM SUPERVISORS, ALL DEGREE LEVELS

1992 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	73900	83500	98800	114400	129000	141500	151100	157650	161600	164550	141450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	67750	75550	87700	99800	111050	120650	128200	133600	137150	140700	111200	2.2
Median	0	0	0	0	0	0	0	0	62200	68400	77800	86700	94600	101050	105950	109350	111500	113450	87750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	57250	62150	69250	75600	80900	84950	87800	89550	90500	91100	73450	2.2
Lower Decile	0	0	0	0	0	0	0	0	52600	56450	61900	66700	70650	73650	75800	77250	78050	78750	61250	2.2
Mean	0	0	0	0	0	0	0	0	63500	70100	80050	89500	97850	104550	109550	112850	114800	116350	94400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	73200	0	74550	84850	95800	116900	123700	143700	153850	158550	161900	163550	141450	
Upper Quartile	0	0	0	0	0	0	60000	0	67250	78250	87900	99200	107550	117300	123800	133850	142250	146350	111200	
Median	0	0	0	0	0	0	56550	0	58000	69550	79800	87800	90000	97500	102350	110700	114750	117500	87750	
Lower Quartile	0	0	0	0	0	0	51000	0	53650	62300	71300	76000	77850	83100	85600	92050	95000	90350	73450	
Lower Decile	0	0	0	0	0	0	48450	0	51250	56000	63800	67200	67300	72150	76700	78500	79550	78250	61250	
Mean	0	0	0	0	0	0	57950	0	61400	71250	81000	89700	94300	102450	107600	113850	117900	118300	94400	
Supporting Data																				
Total Number	3	1	5	11	11	17	24	17	31	310	361	268	228	263	237	204	152	211	2354	
$125,000 or More	0	0	0	0	0	0	0	0	0	4	8	9	20	42	56	62	58	92	351	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PETROLEUM
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42750	45150	47700	50300	53000	55800	58700	61700	64700	70900	80300	89350	97600	104650	110350	114600	117550	121100	92200	2.2
Upper Quartile	41000	43200	45450	47800	50250	52750	55300	57850	60500	65800	73650	81100	87700	93200	97500	100650	102850	105350	75700	2.2
Median	39350	41300	43300	45400	47450	49600	51750	53900	56100	60400	66600	72250	77100	80950	83900	86000	87350	88800	62700	2.2
Lower Quartile	37800	39550	41300	43050	44800	46600	48350	50050	51800	55100	59700	63750	67150	69850	71850	73250	74150	74900	49000	3.6
Lower Decile	36700	38000	39400	40750	42100	43450	44850	46200	47500	50100	53650	56800	59450	61450	62950	63950	64600	65100	42200	3.8
Mean	39550	41500	43500	45550	47650	49750	51900	54100	56300	60650	67000	72850	77950	82150	85450	87850	89500	91500	65250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43250	45150	46750	49400	52000	57300	57750	63000	65300	72200	79350	87850	97600	102000	110150	117250	120700	120650	92200	
Upper Quartile	41400	43200	45500	46900	49150	52600	53500	58400	60800	67300	73700	80200	86900	91050	94850	101450	104900	107300	75700	
Median	39850	41100	43500	44850	46450	49250	50050	53450	56050	61900	66700	71350	75750	80200	83300	86150	88250	89700	62700	
Lower Quartile	38500	39250	41500	42400	43900	46450	45850	49250	50050	56600	60300	63450	66150	70150	72050	73600	75350	72250	49000	
Lower Decile	37150	38100	39500	40200	41450	43150	43050	45050	45250	51550	53700	56450	59700	62800	63250	64150	64650	61800	42200	
Mean	40150	41300	43500	44950	46550	49750	50250	53850	55850	62000	66950	71900	77400	81600	84600	88600	91350	91050	65250	
Supporting Data																				
Total Number	286	299	293	289	250	223	240	215	201	1254	884	547	484	435	321	307	236	352	7116	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	1	0	1	3	3	8	14	18	49	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	4	

1992 ENGINEERING SALARY STATISTICS: PETROLEUM, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42400	45050	47850	50800	53850	57100	60500	64000	67650	75300	87550	100250	112800	124400	134350	142150	147600	153100	100850	3.4
Upper Quartile	40750	43100	45600	48150	50850	53600	56500	59450	62450	68650	78100	87300	95800	103050	108900	113300	116400	120050	80800	2.2
Median	39150	41250	43450	45700	48000	50350	52700	55150	57550	62450	69500	75900	81400	85750	88900	91050	92400	93600	65200	2.2
Lower Quartile	37700	39550	41400	43300	45200	47100	49000	50900	52750	56400	61450	65850	69450	72250	74200	75500	76250	76800	50550	4.0
Lower Decile	36500	37950	39450	40950	42450	43950	45450	46900	48350	51100	54900	58050	60550	62450	63700	64500	64950	65500	42400	4.2
Mean	39400	41500	43700	45950	48300	50650	53100	55600	58100	63200	70750	77950	84450	89950	94250	97350	99400	101150	69650	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	43300	45050	46800	49700	52600	57900	59200	63350	67700	76150	88150	100650	113500	121750	136700	141050	141450	152750	100850	
Upper Quartile	41400	43150	45600	47350	49650	53300	54350	58000	61750	69500	79150	88250	95000	99250	109100	113650	114900	121700	80800	
Median	39850	41050	43550	45150	47100	50050	50650	53200	55950	63350	70700	75700	79750	84700	88750	91300	93350	93450	65200	
Lower Quartile	38450	39200	41400	42600	44250	47150	46700	49050	50150	57550	62700	66600	67350	73200	74300	74900	75750	74200	50550	
Lower Decile	37050	38050	39350	40250	41450	43150	43400	44950	45200	52550	55850	58500	59050	64150	63800	64050	64350	61900	42400	
Mean	40250	41250	43500	45300	47300	50400	51250	53750	56700	64200	71750	78900	83100	89700	94050	96550	97700	99800	69650	
Supporting Data																				
Total Number	289	286	272	247	218	184	204	182	159	1337	973	548	436	442	314	292	208	365	6956	
$125,000 or More	0	0	0	0	0	0	0	0	0	5	8	9	16	35	41	43	31	82	270	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	74100	83750	99100	114750	129300	141700	151150	157500	161250	163850	137400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	68150	76050	88300	100350	111400	120600	127550	132350	135250	137700	106300	2.2
Median	0	0	0	0	0	0	0	0	62650	68900	78250	86900	94300	100100	104150	106700	108050	108750	84950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	57600	62550	69500	75550	80350	83750	85900	86950	87300	86900	71400	2.2
Lower Decile	0	0	0	0	0	0	0	0	52750	56600	61850	66350	69950	72550	74250	75200	75700	75750	59750	2.2
Mean	0	0	0	0	0	0	0	0	63900	70600	80550	89850	97850	104050	108400	111050	112400	112900	91750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	73400	0	74800	85000	95250	118400	123900	145900	154100	157600	159150	163300	137400	
Upper Quartile	0	0	0	0	0	0	60500	0	67750	78100	88200	100950	107100	117700	123950	131550	135350	145700	106300	
Median	0	0	0	0	0	0	56850	0	59350	69500	80200	89100	89700	96250	99750	107000	109250	114750	84950	
Lower Quartile	0	0	0	0	0	0	51750	0	53600	62300	72050	76050	76650	81600	84550	88600	92500	86400	71400	
Lower Decile	0	0	0	0	0	0	48700	0	51150	56000	64550	66800	65300	71000	75450	74600	78200	76400	59750	
Mean	0	0	0	0	0	0	58350	0	61850	71300	81600	90750	93800	102100	106500	110900	113750	116300	91750	
Supporting Data																				
Total Number	3	1	5	11	11	15	23	16	29	290	314	209	166	198	163	139	92	157	1842	
$125,000 or More	0	0	0	0	0	0	0	0	0	4	8	9	15	34	39	40	29	67	245	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42650	45100	47700	50350	53100	55950	58900	61850	64900	71150	80450	89250	97100	103600	108600	112150	114500	116900	84900	2.2
Upper Quartile	40900	43150	45500	47900	50400	52950	55550	58150	60800	66100	73800	80750	86650	91300	94600	96800	98050	99050	71550	2.2
Median	39250	41250	43350	45500	47700	49900	52100	54300	56500	60750	66650	71700	75650	78400	80150	81100	81450	81200	59650	2.2
Lower Quartile	37600	39400	41200	43050	44900	46750	48550	50350	52100	55450	59850	63400	65950	67600	68450	68750	68700	68050	46650	2.2
Lower Decile	36500	37950	39400	40850	42250	43650	45000	46300	47600	50000	53200	55800	57850	59300	60300	60900	61250	61500	41200	4.2
Mean	39450	41450	43550	45650	47800	49950	52150	54350	56550	60850	67000	72400	76850	80300	82700	84200	85100	85750	61700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43250	45050	46850	49550	52250	57450	57150	63250	65800	72500	79750	87300	99100	98050	105750	112700	115400	121550	84900	
Upper Quartile	41400	43150	45600	47150	49450	52850	53400	57850	60550	67500	74150	79500	87100	88250	91850	94250	98550	103000	71550	
Median	39850	41050	43550	45050	46850	49700	50150	52800	55600	62150	66950	71200	74150	78200	77150	81250	83000	82000	59650	
Lower Quartile	38500	39200	41450	42550	44100	46900	46100	48750	48600	56800	60250	63700	64550	68650	67650	67550	70300	67300	46650	
Lower Decile	37150	38100	39400	40200	41350	43050	43000	44600	44700	51600	53750	56300	57050	61600	60050	59700	58300	58750	41200	
Mean	40150	41250	43550	45150	46750	50000	50350	53450	55550	62250	67050	71550	76550	79600	80600	83550	84950	87300	61700	
Supporting Data																				
Total Number	286	285	267	236	207	169	181	166	130	1047	659	339	270	244	151	153	116	208	5114	
$125,000 or More	0	0	0	0	0	0	0	0	0	1	0	0	1	1	2	3	2	15	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: PETROLEUM, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46750	49400	52150	55050	58050	61150	64350	71050	81600	92550	103450	113750	122950	130600	136400	143300	112450	3.0
Upper Quartile	0	0	44700	47050	49450	51950	54500	57150	59850	65400	73950	82600	91000	98800	105650	111400	115800	121450	90950	2.8
Median	0	0	42750	44700	46750	48800	50950	53100	55300	59750	66450	73100	79350	85050	90000	94100	97200	101100	73350	2.8
Lower Quartile	0	0	41050	42700	44350	46050	47750	49450	51200	54650	59800	64700	69300	73450	77050	80000	82300	85400	59000	2.6
Lower Decile	0	0	39400	40650	41900	43200	44500	45800	47100	49750	53650	57500	61100	64450	67400	69900	71850	74600	46650	2.6
Mean	0	0	43000	45000	47050	49200	51350	53550	55850	60450	67550	74600	81450	87750	93350	98000	101550	106150	77300	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46000	47900	48950	51700	53400	59600	64800	74550	83550	92350	101550	118450	121850	126800	148150	132200	112450	
Upper Quartile	0	0	44550	45950	46900	49300	51050	57500	59550	67950	74600	83800	89250	98950	105600	114500	118750	114850	90950	
Median	0	0	43050	43700	45150	47650	47000	52150	54200	61300	67850	73450	78500	84700	90900	97500	97000	96250	73350	
Lower Quartile	0	0	41850	41850	43200	45200	44700	48500	50500	55800	60950	64100	69450	73100	77600	81550	80500	84200	59000	
Lower Decile	0	0	41100	40250	41750	43000	42550	44800	46150	50800	53200	57000	62300	64700	67950	71000	72200	71850	46650	
Mean	0	0	43200	43950	45300	47550	48150	52550	55200	61850	68700	74500	81350	88750	93550	99900	102700	100400	77300	
Supporting Data																				
Total Number	0	14	26	52	42	47	46	28	56	174	236	218	200	184	169	135	102	137	1866	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	5	10	12	14	19	16	77	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	82900	97250	111700	125500	137950	148450	156750	162800	169700	145400	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	74000	85350	96700	107450	117150	126400	132050	137100	143650	116700	2.6
Median	0	0	0	0	0	0	0	0	0	67150	76000	84550	92450	99400	105250	109850	113350	117800	93450	2.6
Lower Quartile	0	0	0	0	0	0	0	0	0	61500	68450	74950	80750	85700	89750	92850	95200	98100	78600	2.6
Lower Decile	0	0	0	0	0	0	0	0	0	56100	61500	66500	70850	74600	77600	79950	81650	83650	67850	2.8
Mean	0	0	0	0	0	0	0	0	0	68450	77750	86800	95250	102700	109000	114000	117700	122250	99700	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	83500	97400	107500	127000	145000	148650	158200	162650	162650	145400	
Upper Quartile	0	0	0	0	0	0	0	0	0	79250	86250	92350	107500	118350	121200	132950	144150	144150	116700	
Median	0	0	0	0	0	0	0	0	0	73000	76000	83500	88000	99150	105450	113300	115300	117700	93450	
Lower Quartile	0	0	0	0	0	0	0	0	0	63500	68850	74600	77350	87000	89400	98100	92800	98100	78600	
Lower Decile	0	0	0	0	0	0	0	0	0	57800	60600	66900	69600	73050	78800	88500	78250	81150	67850	
Mean	0	0	0	0	0	0	0	0	0	71450	77500	84550	94650	104100	108350	117550	118150	120350	99700	
Supporting Data																				
Total Number	0	0	0	0	0	2	1	1	2	19	46	49	48	48	58	37	37	37	385	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	8	11	11	15	15	65	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46550	49050	51650	54350	57100	59900	62800	68750	77950	87100	95950	104000	111000	116650	120850	125750	99100	3.0
Upper Quartile	0	0	44650	46900	49250	51600	54050	56550	59050	64200	72050	79700	86900	93400	98950	103350	106600	110400	84000	3.0
Median	0	0	42650	44550	46500	48450	50450	52500	54550	58650	64800	70750	76250	81200	85450	88850	91450	94700	69100	2.8
Lower Quartile	0	0	41000	42600	44200	45800	47450	49100	50700	54000	58750	63300	67450	71100	74250	76800	78800	81400	55600	2.6
Lower Decile	0	0	39350	40600	41850	43100	44350	45600	46850	49350	53000	56550	59800	62800	65350	67500	69200	71500	45450	2.6
Mean	0	0	42900	44850	46850	48850	50900	52950	55050	59250	65600	71700	77450	82600	87050	90650	93350	96750	71500	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46000	47900	48950	51100	53500	59600	65200	71900	77850	88050	94100	107950	109200	119500	121300	118200	99100	
Upper Quartile	0	0	44550	45950	46900	49200	51100	57300	59800	66900	72250	80500	85650	94250	95850	107650	107000	106800	84000	
Median	0	0	43050	43700	45150	47500	46900	51950	54100	60250	66050	70750	76400	80000	84800	91650	92100	91650	69100	
Lower Quartile	0	0	41850	41850	43200	45050	44650	48300	50400	55200	60200	62150	68000	70800	73750	76350	78100	81900	55600	
Lower Decile	0	0	41100	40250	41750	42950	42500	44700	46050	50150	52650	55950	61300	63700	65550	68550	67350	69700	45450	
Mean	0	0	43200	43950	45300	47300	48100	52350	55200	60700	66600	71600	77200	83350	85850	93200	93900	93000	71500	
Supporting Data																				
Total Number	0	14	26	52	42	45	45	27	54	155	190	169	152	136	111	98	65	100	1481	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	0	2	1	3	4	1	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2	

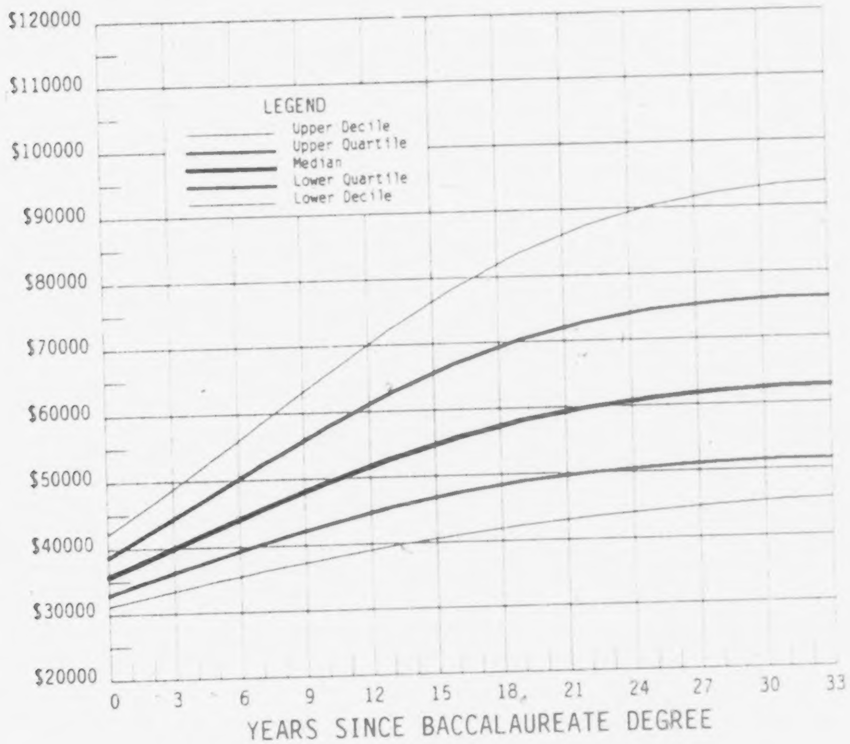
1992 ENGINEERING SALARY STATISTICS: PETROLEUM, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58850	61850	64950	71550	82150	93500	105300	117050	128350	138700	147600	161650	122800	2.4
Upper Quartile	0	0	0	0	0	0	55600	58150	60850	66350	75050	84000	92950	101550	109550	116600	122450	131400	104800	2.4
Median	0	0	0	0	0	0	52850	55100	57400	62100	69200	76300	83100	89450	95100	99900	103750	109450	84650	2.4
Lower Quartile	0	0	0	0	0	0	50450	52450	54400	58350	64100	69600	74600	78950	82650	85650	87900	90900	67100	2.6
Lower Decile	0	0	0	0	0	0	47750	49400	51000	54250	59000	63450	67600	71250	74400	77000	79100	82000	58800	2.4
Mean	0	0	0	0	0	0	53250	55550	57900	62700	70100	77600	84900	91800	98000	103400	107800	114400	89150	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61200	63300	63650	69350	78400	97750	109150	115000	123100	142700	157250	149600	122800	
Upper Quartile	0	0	0	0	0	0	59000	61450	62400	63950	70650	86250	93750	100000	109050	118350	130700	122200	104800	
Median	0	0	0	0	0	0	56650	58500	60250	60600	65650	77200	82500	89450	93550	100850	105700	109050	84650	
Lower Quartile	0	0	0	0	0	0	54100	55700	58100	56950	61350	69250	73600	80450	82700	83450	87900	94450	67100	
Lower Decile	0	0	0	0	0	0	51200	53700	56850	54000	56600	63850	65300	68950	74500	77100	78550	87100	58800	
Mean	0	0	0	0	0	0	56450	58750	60350	61050	66550	79450	84800	89900	97600	104200	111350	112150	89150	
Supporting Data																				
Total Number	0	0	0	1	1	9	14	22	17	53	36	49	76	72	75	84	78	61	648	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	13	22	12	53	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58950	61850	64850	70950	80500	90050	99400	108050	115750	122250	127400	134500	113500	2.6
Upper Quartile	0	0	0	0	0	0	55650	58150	60700	65900	73800	81650	89150	96050	102100	107200	111250	117100	94300	2.4
Median	0	0	0	0	0	0	53150	55400	57650	62150	68750	75100	80850	85900	90200	93600	96250	99650	80150	2.6
Lower Quartile	0	0	0	0	0	0	50450	52300	54150	57850	63250	68250	72750	76650	79900	82450	84450	87100	64200	2.4
Lower Decile	0	0	0	0	0	0	47950	49550	51150	54250	58800	63050	66900	70200	73050	75300	77100	79650	57900	2.2
Mean	0	0	0	0	0	0	53350	55600	57850	62450	69250	75850	82000	87450	92200	96100	99100	103400	82500	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	61200	63300	63650	69450	78500	91850	99500	109700	115800	119700	140600	122500	113500	
Upper Quartile	0	0	0	0	0	0	59000	61450	62400	64000	71000	83050	89600	94100	101950	107350	114750	115600	94300	
Median	0	0	0	0	0	0	56650	58500	60250	60750	65850	74550	80450	86550	91900	91250	94650	104150	80150	
Lower Quartile	0	0	0	0	0	0	54100	55700	56100	57150	61850	67150	70500	75650	81750	80850	83750	92000	64200	
Lower Decile	0	0	0	0	0	0	51200	53700	56850	54100	57500	62550	64600	67500	73200	74600	77000	85400	57900	
Mean	0	0	0	0	0	0	56450	58750	60350	61150	66900	76050	81600	86200	92500	94450	101900	104400	82500	
Supporting Data																				
Total Number	0	0	0	1	1	9	14	22	17	52	35	39	62	55	59	56	55	44	521	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	8	2	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

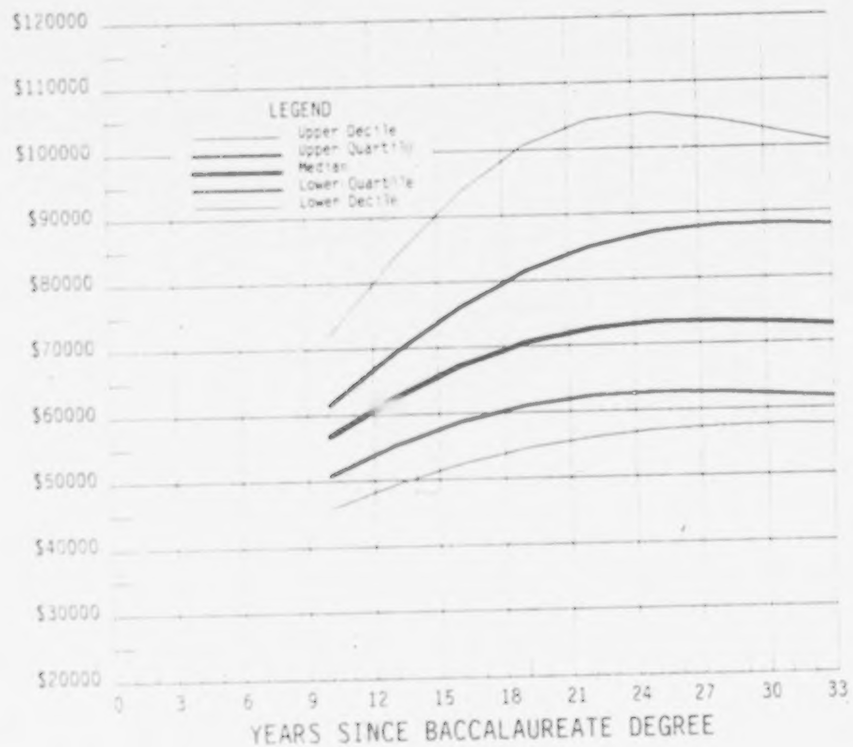
SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42150	44300	46550	48850	51150	53550	55900	58350	60750	65500	72350	78400	83500	87450	90300	92150	93300	94200	72950	2.2
Upper Quartile	38750	40600	42500	44400	46300	48250	50150	52100	53950	57650	62700	66950	70350	72850	74500	75450	75950	76100	59050	2.2
Median	35800	37150	38550	39950	41350	42750	44150	45500	46800	49350	52750	55700	58050	59850	61150	62000	62550	63050	49250	2.2
Lower Quartile	32950	34050	35150	36200	37300	38300	39350	40350	41300	43100	45450	47400	48900	50000	50750	51250	51500	51700	40850	2.2
Lower Decile	31250	32000	32700	33400	34100	34800	35450	36100	36750	37950	39600	41050	42300	43350	44150	44850	45350	46050	35500	2.2
Mean	36850	38300	39750	41200	42650	44100	45500	46950	48350	51050	54850	58150	60950	63150	64850	66100	66900	67950	52300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	50400	48850	52650	51100	50600	59100	55550	55250	61250	63600	73050	76500	76750	98650	97000	102750	126450	82450	72950	
Upper Quartile	40850	41000	50300	46600	43800	49300	51000	50750	53600	57300	64400	66050	63750	82350	77750	85800	74800	75200	59050	
Median	35000	36550	41500	40600	39350	41850	44650	47550	46950	50700	53150	56000	52500	58850	59450	63750	68000	65450	49250	
Lower Quartile	33100	34900	38000	35150	34000	36100	39850	41800	42200	44850	48050	45300	46200	44800	52800	55500	47250	56700	40850	
Lower Decile	31050	34150	33500	33600	31350	29900	37350	38250	36750	39250	43100	38150	40750	38200	50800	48650	39300	50000	35500	
Mean	37800	39850	42950	41950	40050	43550	46450	46600	48750	51550	56700	56250	57300	64200	66350	70900	70950	67000	52300	
Supporting Data																				
Total Number	31	41	31	28	40	57	65	66	43	130	95	73	81	39	31	16	28	48	943	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4	
Less Than $22000	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	

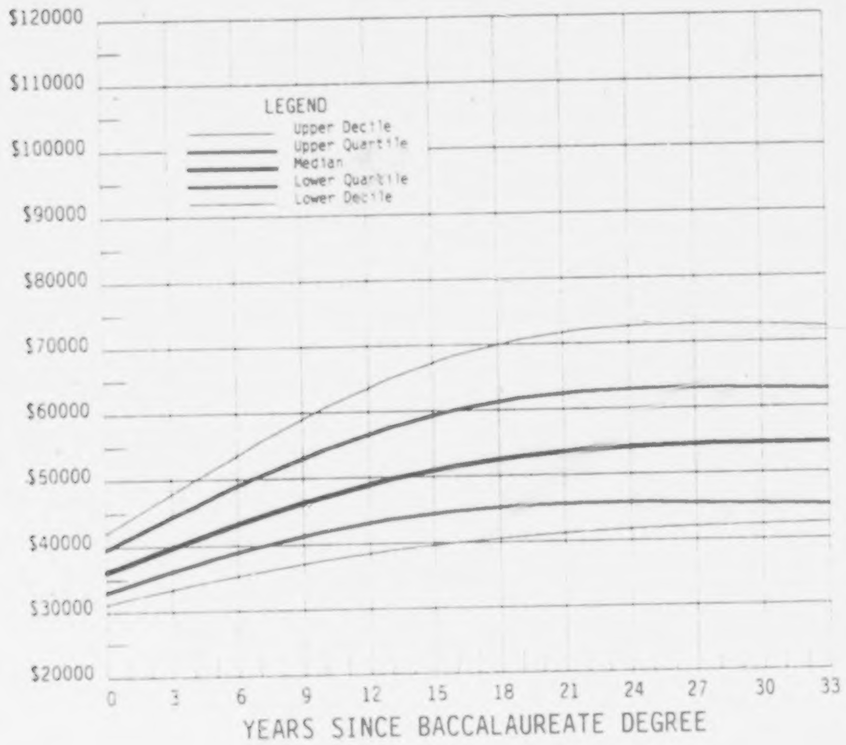
SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71750	83500	93500	100600	104400	105250	104150	102050	96850	96250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61500	69250	76000	81350	85000	87150	88100	88200	87150	78600	2.2
Median	0	0	0	0	0	0	0	0	0	56800	62550	67200	70500	72500	73350	73400	73000	71550	65600	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	50800	55300	58750	61050	62350	62750	62600	62100	60750	56700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45700	49350	52300	54550	56050	57000	57500	57650	57450	48500	2.2
Mean	0	0	0	0	0	0	0	0	0	58450	64900	70200	74100	76500	77600	77750	77350	75800	69400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	79150	80550	84950	96300	114100	110900	0	155850	86650	96250	
Upper Quartile	0	0	0	0	0	0	0	0	0	63750	73550	76550	66800	98650	95900	0	127200	79850	78600	
Median	0	0	0	0	0	0	0	0	0	58050	68400	67750	58900	83600	78300	0	74600	72350	65600	
Lower Quartile	0	0	0	0	0	0	0	0	0	52600	57050	62150	52000	70150	63800	0	71800	59300	56700	
Lower Decile	0	0	0	0	0	0	0	0	0	46250	50000	59300	50800	45600	61050	0	69550	55850	48500	
Mean	0	0	0	0	0	0	0	0	0	61000	67250	70100	65150	83050	79900	0	95650	72600	69400	
Supporting Data																				
Total Number	0	5	0	0	0	5	10	4	3	22	30	24	33	15	14	8	11	24	208	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42000	43950	45900	47850	49800	51700	53600	55500	57300	60650	65000	68400	70700	72100	72700	72750	72500	71600	61650	2.2
Upper Quartile	39600	41200	42800	44400	45950	47500	49000	50450	51800	54400	57600	60050	61700	62600	63000	63000	62800	62100	53100	2.2
Median	36100	37300	38550	39750	40950	42100	43250	44300	45350	47250	49700	51600	52950	53800	54300	54550	54550	54350	46400	2.2
Lower Quartile	33000	34100	35150	36150	37150	38050	38950	39800	40600	42000	43650	44800	45450	45700	45700	45500	45250	44600	39450	2.2
Lower Decile	31200	31950	32650	33350	34050	34700	35300	35900	36500	37550	38900	39950	40800	41400	41850	42100	42300	42450	34850	2.2
Mean	37000	38250	39550	40800	42000	43200	44350	45500	46550	48500	50950	52850	54200	55050	55500	55650	55650	55350	47450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	50400	44200	52650	51100	50600	55450	53300	54900	56450	59850	63350	65300	72600	68650	72250	0	74850	75350	61650	
Upper Quartile	40850	40300	50300	46600	43800	48650	49050	50850	52100	55300	57950	56000	60850	61000	55600	0	63400	70500	53100	
Median	35000	35800	41500	40600	39350	40800	43200	47750	46300	49200	50600	47750	48100	48950	53300	0	58300	61900	46400	
Lower Quartile	33100	34700	38000	35150	34000	35450	39150	42500	41800	43950	46150	41750	42100	39450	51350	0	40000	52950	39450	
Lower Decile	31050	34100	33500	33600	31350	29550	37100	39150	36600	38850	41600	36500	39650	35600	50250	0	38800	46250	34850	
Mean	37800	38050	42950	41950	40050	42250	44900	47050	47100	49650	51950	49300	51850	51700	55950	0	54900	61350	47450	
Supporting Data																				
Total Number	31	35	31	28	40	52	55	62	40	109	65	48	48	23	18	8	17	24	735	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	

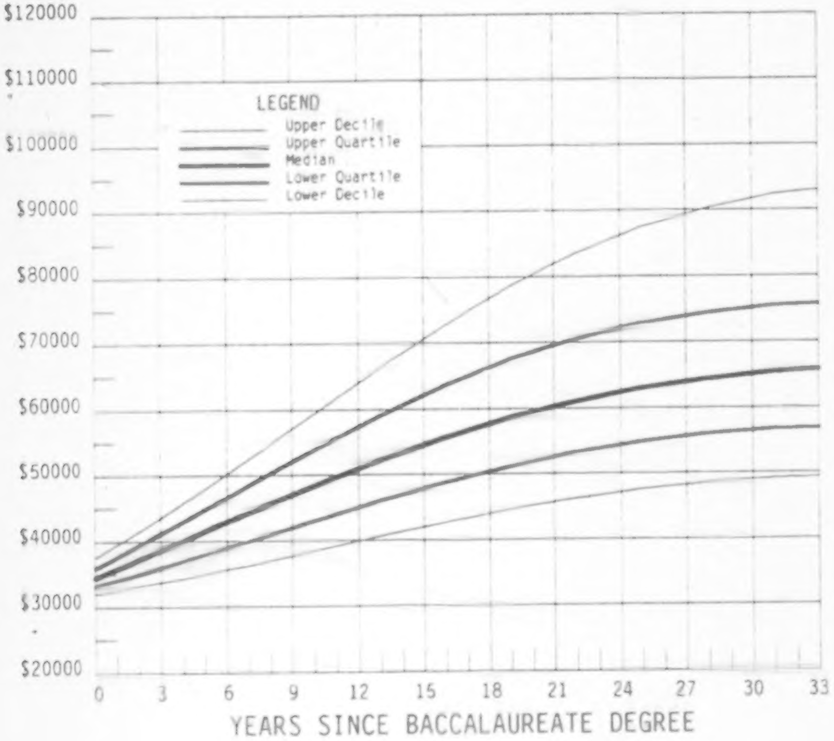
1992 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37850	39900	42000	44100	46300	48550	50850	53150	55500	60200	67200	73850	79850	85000	89100	92150	94200	96200	69200	3.4
Upper Quartile	36100	37900	39800	41700	43600	45550	47500	49450	51350	55100	60250	64600	68000	70450	72000	72850	73150	73050	57350	2.2
Median	34550	35850	37250	38600	39950	41300	42650	44000	45350	47900	51450	54600	57200	59300	60900	62050	62850	63850	47550	2.2
Lower Quartile	32100	33150	34250	35300	36350	37400	38450	39450	40450	42350	45000	47300	49200	50750	52000	52900	53550	54400	39600	2.2
Lower Decile	31100	31800	32500	33150	33850	34500	35150	35800	36400	37600	39200	40650	41850	42900	43750	44450	45000	45800	34800	2.2
Mean	34600	36000	37400	38850	40250	41700	43150	44600	46000	48800	52750	56300	59400	62000	64050	65600	66700	68200	50500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36000	41250	45800	46400	44400	48550	50700	52500	55450	59850	71550	69050	72650	101150	98800	103950	136450	82100	69200	
Upper Quartile	35400	38800	40600	43900	41000	44900	46250	50100	51250	56500	65150	62000	61700	72600	66550	79150	75800	75050	57350	
Median	34450	35650	38750	36550	38450	39250	42600	47150	45850	50050	53150	51550	51900	56750	60400	62300	72000	65200	47550	
Lower Quartile	32100	34650	34500	34600	33250	34200	38950	40950	41450	44500	48000	44000	46500	45700	52650	49600	58000	56500	39600	
Lower Decile	30850	34050	33000	33300	31150	28850	37050	38000	36400	39050	44100	36900	40100	35900	50550	48050	39900	49800	34800	
Mean	34650	37000	38800	38550	38000	38900	43100	45650	46150	50350	56600	52700	54850	62600	65050	67200	76200	66800	50500	
Supporting Data																				
Total Number	24	33	18	19	34	42	52	54	37	110	74	55	61	28	20	10	23	47	737	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4	
Less Than $22000	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	

1992 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38450	40300	42250	44150	46100	48050	50000	51950	53850	57450	62300	66300	69250	71200	72300	72800	72850	72300	59650	2.2
Upper Quartile	36450	38100	39750	41400	43050	44700	46300	47950	49500	52500	56450	59700	62150	63800	64800	65300	65450	65200	51550	2.2
Median	34650	35950	37250	38500	39800	41000	42200	43400	44500	46600	49300	51450	53000	54050	54650	54950	55000	54850	44950	2.2
Lower Quartile	32200	33250	34300	35350	36350	37300	38200	39100	39900	41400	43200	44500	45350	45800	45900	45850	45700	45200	38500	2.2
Lower Decile	31450	32050	32600	33200	33700	34250	34750	35250	35750	36600	37800	38800	39600	40300	40800	41200	41500	41850	34400	2.2
Mean	34800	36100	37400	38700	39950	41200	42400	43600	44750	46950	49800	52100	53850	55100	55850	56300	56550	56550	45950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36000	41000	45800	46400	44400	48200	49200	52400	54550	58900	62800	60500	70700	68200	65300	0	80600	74800	59650	
Upper Quartile	35400	37500	40600	43900	41000	44650	45500	50200	50600	54600	56200	53500	60650	64400	55250	0	72400	69850	51550	
Median	34450	35450	38750	36550	38450	39150	41700	47400	45550	49050	49900	47200	48550	49600	52800	0	58300	60900	44950	
Lower Quartile	32100	34550	34500	34600	33250	34150	38550	41700	41300	43800	46550	40100	41300	40550	50950	0	40400	52450	38500	
Lower Decile	30850	34000	33000	33300	31150	28800	36900	38950	36350	38800	40850	31950	39300	35200	49500	0	38950	46100	34400	
Mean	34650	36350	38800	38550	38000	38450	42400	46150	45500	49000	51100	47650	51600	52400	54850	0	57050	60650	45950	
Supporting Data																				
Total Number	24	29	18	19	34	41	46	50	35	96	52	40	37	18	10	4	11	23	589	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3	

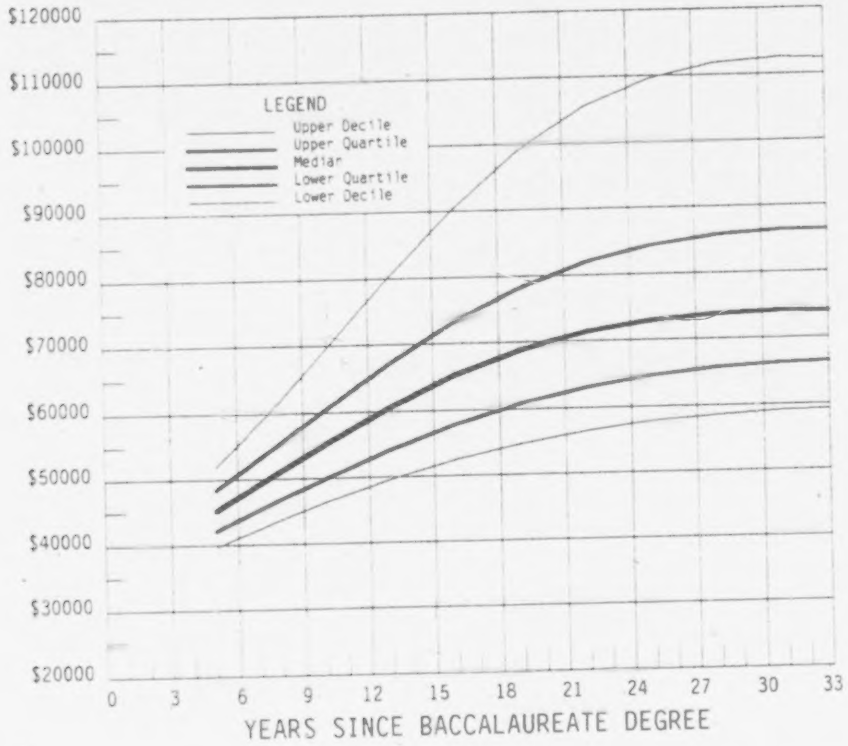
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37500	39450	41450	43550	45700	47900	50150	52400	54700	59350	66250	72750	78600	83500	87400	90300	92350	94850	73850	2.2
Upper Quartile	35850	37550	39300	41100	42900	44750	46550	48400	50250	53850	59000	63600	67500	70550	72850	74400	75450	76500	61600	2.2
Median	34450	35800	37200	38600	40000	41450	42850	44250	45650	48350	52200	55600	58600	61000	62950	64350	65400	66750	49900	2.2
Lower Quartile	33200	34100	35000	35950	36900	37900	38900	39900	40950	43000	46000	48750	51200	53250	54800	55950	56650	57300	41150	3.6
Lower Decile	32050	32550	33100	33700	34300	34950	35600	36250	36950	38400	40550	42650	44550	46200	47500	48450	49100	49750	36400	3.4
Mean	34950	36200	37450	38800	40150	41550	43000	44450	45900	48900	53300	57450	61100	64050	66300	67900	68850	69650	53600	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	40650	41950	43450	44800	46950	49750	52300	54850	59200	67350	72250	76850	84150	91400	92200	93500	91450	73850	
Upper Quartile	36400	38300	39850	40600	42100	43900	46600	48600	50200	53650	59450	63700	67500	71850	73500	74400	75250	75550	61600	
Median	34900	36300	37650	38250	39200	40750	42950	44350	46000	47850	52750	55700	58150	61900	63400	64800	65950	65600	49900	
Lower Quartile	33350	34150	35300	35450	36300	37950	39350	39850	41500	42750	46000	48200	51100	54250	55000	56100	57000	56550	41150	
Lower Decile	32150	32550	33050	33150	33900	34950	36300	36400	37250	38400	40600	41700	43700	47150	47150	49000	50200	49200	36400	
Mean	35300	36700	37850	38400	39500	41000	43150	44450	46150	48700	54050	57450	60950	65200	66650	67800	68800	68350	53600	
Supporting Data																				
Total Number	658	882	1165	1224	1194	1661	1994	1823	1823	3824	3107	2243	2020	2137	1947	1941	1832	2815	34290	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

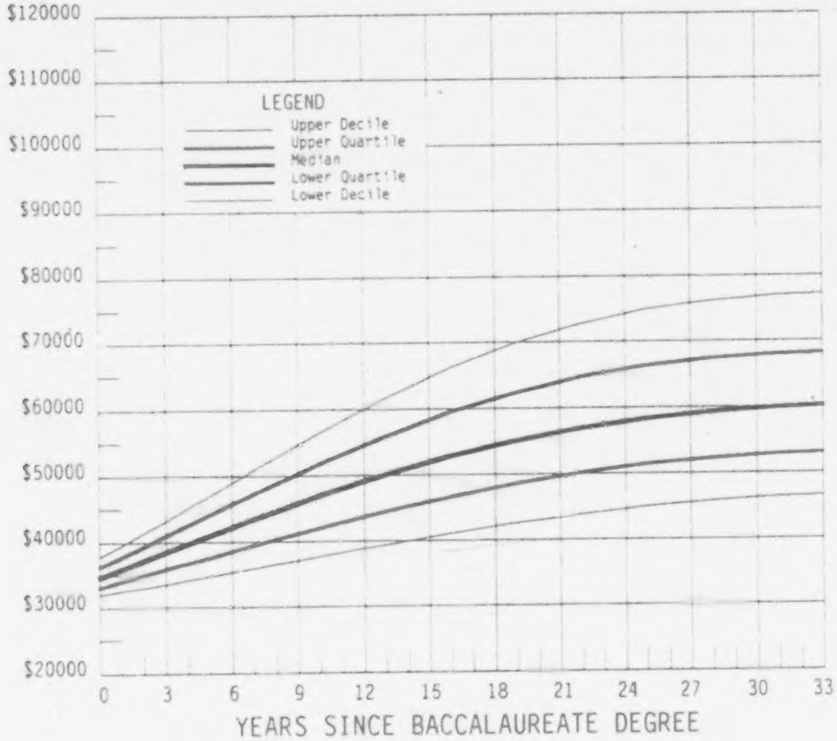
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51800	55050	58450	61950	69200	80100	90300	98950	105450	109600	111800	112500	111650	104150	2.2
Upper Quartile	0	0	0	0	0	48350	50700	53100	55550	60350	67200	73300	78200	81900	84300	85700	86350	86400	76650	2.2
Median	0	0	0	0	0	45150	47200	49200	51250	55150	60600	65250	68850	71400	72950	73750	74050	73750	67100	2.2
Lower Quartile	0	0	0	0	0	42050	43650	45250	46850	49900	54200	57850	60850	63100	64700	65700	66300	66800	56600	2.2
Lower Decile	0	0	0	0	0	39600	41050	42400	43750	46250	49650	52450	54750	56450	57700	58550	59100	59550	48200	3.6
Mean	0	0	0	0	0	46000	48200	50450	52700	57100	63300	68600	72800	75750	77600	78500	78800	78350	70050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	53200	55600	59250	61750	68250	78250	87200	105850	108300	110350	110750	111200	110600	104150	
Upper Quartile	0	0	0	0	0	49600	51800	53250	56950	61850	68950	72400	75600	79300	84150	84450	85950	89550	76650	
Median	0	0	0	0	0	45950	47850	49450	51950	55700	61450	64850	67950	70450	72250	73400	73550	75300	67100	
Lower Quartile	0	0	0	0	0	42000	44550	45500	48100	51150	54950	57550	59350	61650	63600	65650	66500	68400	56600	
Lower Decile	0	0	0	0	0	39200	41000	41900	44900	46700	49750	52550	53550	56150	56950	58250	60050	60350	48200	
Mean	0	0	0	0	0	46450	48700	50150	53500	57650	64800	68000	71600	74550	76650	78050	78650	80000	70050	
Supporting Data																				
Total Number	19	44	77	65	61	102	142	195	195	582	756	702	688	847	765	736	762	991	7730	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39500	41350	43200	45100	47000	48950	50850	52750	56450	61650	66200	69950	72800	74850	76150	76950	77600	64900	2.2
Upper Quartile	36200	37750	39350	40900	42500	44100	45700	47250	48800	51800	55900	59500	62400	64650	66250	67350	68000	68650	55550	2.2
Median	34650	35900	37200	38450	39700	40950	42200	43450	44600	46950	50100	52850	55100	56900	58250	59250	59900	60700	46400	2.2
Lower Quartile	33150	34050	34950	35850	36750	37600	38500	39400	40300	42000	44450	46650	48600	50150	51400	52250	52850	53400	39600	3.4
Lower Decile	32000	32550	33050	33600	34200	34750	35350	35900	36500	37650	39350	41000	42500	43800	44900	45750	46350	47100	35500	3.0
Mean	34750	36000	37300	38550	39800	41100	42350	43600	44800	47150	50500	53400	55[illegible]0	57950	59550	60750	61650	62800	48800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	40300	41150	43100	43950	46500	49300	51350	53400	56800	61900	64850	68450	73650	74750	75900	77250	77950	64900	
Upper Quartile	36200	37950	39650	40450	41750	43600	46200	47950	49400	51800	56000	58600	60900	65400	66600	67550	68050	68750	55550	
Median	34800	36100	37450	38050	39000	40550	42600	43700	45300	46600	50350	52450	54800	57400	58450	59350	59850	60550	46400	
Lower Quartile	33300	34050	35050	35250	36150	37750	39150	39450	41000	41900	44250	45650	48050	50950	51600	52600	53100	53350	39600	
Lower Decile	32150	32450	32950	33050	33750	34800	36100	36050	36800	37900	39200	39750	41800	43700	44400	47000	47450	46950	35500	
Mean	35050	36350	37550	38150	39100	40650	42700	43750	45250	47050	50650	52600	55450	59050	60100	61500	61750	62000	48800	
Supporting Data																				
Total Number	639	838	1088	1160	1133	1559	1852	1628	1627	3242	2351	1541	1332	1290	1181	1205	1070	1824	26560	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37500	39350	41200	43100	45050	47000	49000	51000	53050	57100	62950	68400	73150	77100	80200	82550	84200	86200	69450	2.2
Upper Quartile	36100	37650	39200	40800	42400	44000	45650	47250	48900	52050	56600	60700	64200	67150	69450	71150	72400	73950	57600	2.2
Median	34950	36000	37100	38250	39450	40650	41850	43100	44300	46800	50400	53750	56600	58900	60650	61850	62550	63150	46800	3.8
Lower Quartile	33400	34100	34850	35650	36450	37300	38150	39050	39950	41800	44500	47100	49400	51300	52800	53850	54550	55150	39500	3.6
Lower Decile	32250	32600	32950	33400	33850	34400	34900	35500	36100	37350	39300	41200	42950	44500	45750	46650	47300	47900	35400	3.4
Mean	35250	36250	37300	38400	39550	40750	42000	43300	44600	47250	51200	54950	58300	61000	63100	64550	65450	66200	50400	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	37700	40400	41000	42950	43900	46550	49150	51200	53100	57150	63350	68850	72500	78500	79700	80250	86050	85900	69450	
Upper Quartile	36350	38050	39600	40300	41600	43500	46150	47850	49100	51750	56350	60700	63050	69250	70100	71400	72950	72900	57600	
Median	34850	36200	37450	37900	38800	40300	42500	43550	44950	46250	50450	53750	55800	59250	60600	61700	63750	62900	46800	
Lower Quartile	33300	34050	35100	35150	35950	37550	39000	39200	40600	41450	44050	46100	48550	52650	53200	54050	55600	54750	39500	
Lower Decile	32150	32500	32950	33000	33500	34500	35750	35750	36400	37400	39000	39950	41950	45000	45400	47650	48800	47550	35400	
Mean	35250	36550	37600	38050	39000	40550	42600	43600	45050	47000	51100	54450	57150	62200	63250	64550	66550	65800	50400	
Supporting Data																				
Total Number	648	850	1078	1120	1031	1394	1667	1443	1374	2781	2112	1473	1285	1346	1202	1222	1182	1976	25185	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	48250	50800	53400	56050	58750	64350	72750	80950	88450	94900	100150	104150	107000	110550	89250	2.2
Upper Quartile	0	0	0	0	45600	47750	49950	52150	54300	58600	64650	69950	74200	77350	79500	80750	81350	81550	73750	2.2
Median	0	0	0	0	42750	44550	46350	48200	50000	53500	58350	62550	65950	68500	70250	71350	71950	72300	63550	2.2
Lower Quartile	0	0	0	0	40200	41700	43200	44650	46100	48900	52750	56050	58750	60800	62250	63200	63800	64300	53650	2.2
Lower Decile	0	0	0	0	37800	39000	40250	41400	42600	44800	47850	50500	52600	54300	55500	56350	56950	57550	45750	2.2
Mean	0	0	0	0	43350	45300	47200	49150	51100	54850	60200	64850	68650	71550	73550	74800	75550	76000	66150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	55650	52850	54700	55850	60250	65450	72150	75950	81350	101850	103800	105550	108900	108100	89250	
Upper Quartile	0	0	0	0	47100	49300	50650	52250	55900	59200	65750	69850	73100	75600	77950	77800	80950	85000	73750	
Median	0	0	0	0	43250	45700	47300	48500	51100	54250	58050	62250	64650	68350	69200	71050	71600	73650	63550	
Lower Quartile	0	0	0	0	41350	41700	44050	44600	47550	50100	53200	56150	57100	59050	60900	63050	64750	65500	53650	
Lower Decile	0	0	0	0	38450	38950	40400	41200	44400	45800	46100	49950	51050	53750	55050	56250	57950	57900	45750	
Mean	0	0	0	0	45300	46250	48000	48800	52500	55700	60600	64100	67300	70800	72500	73950	76100	77400	66150	
Supporting Data																				
Total Number	19	43	74	62	54	88	116	144	152	369	422	426	392	502	439	426	491	664	4883	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39400	41100	42800	44500	46250	48000	49700	51400	54750	59350	63350	66650	69200	71050	72300	73100	73850	61200	2.2
Upper Quartile	36300	37700	39150	40600	42050	43450	44900	46300	47700	50350	54050	57300	59950	62050	63600	64750	65450	66300	52700	2.2
Median	34750	35850	37000	38150	39250	40400	41500	42550	43650	45700	48550	51050	53200	55000	56400	57450	58250	59300	44150	2.2
Lower Quartile	33300	34050	34800	35550	36300	37100	37850	38650	39400	40950	43150	45150	46950	48500	49700	50650	51300	51950	38400	3.2
Lower Decile	32150	32500	32900	33350	33800	34250	34750	35200	35700	36700	38250	39750	41150	42400	43450	44300	44900	45600	34700	3.0
Mean	35050	36050	37100	38200	39250	40350	41450	42550	43650	45800	48900	51700	54100	56100	57600	58650	59350	59950	46600	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	40050	40800	42450	43600	46000	48750	50150	51800	55050	59200	62250	64000	70700	71500	73200	73650	73550	61200	
Upper Quartile	36150	37850	39400	40100	41150	43150	45750	47200	48250	49950	54150	56550	58500	62650	63800	65500	65800	66200	52700	
Median	34800	36050	37200	37700	38550	40100	42150	43000	44200	45350	48500	50200	53050	55950	56850	57900	58350	58850	44150	
Lower Quartile	33250	33950	34850	35000	35750	37350	38800	38900	39950	40750	42700	43950	45650	49650	50200	51050	52000	52000	38400	
Lower Decile	32150	32450	32850	32900	33400	34350	35500	35350	36000	36900	38150	38400	40150	42200	43150	45600	45850	45700	34700	
Mean	34950	36200	37300	37750	38650	40150	42200	43000	44100	45650	48700	50500	52700	57100	57900	59500	59800	59950	46600	
Supporting Data																				
Total Number	629	807	1004	1058	977	1306	1552	1298	1222	2412	1690	1048	893	844	763	796	691	1312	20302	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42500	44950	47500	50100	52800	55600	58450	64250	73100	81600	89200	95450	100150	103350	105250	106700	83200	4.0
Upper Quartile	0	0	40550	42600	44700	46800	48950	51100	53250	57450	63400	68550	72750	75800	77850	79100	79650	79800	69700	2.2
Median	0	0	38550	40250	41900	43600	45300	47000	48700	51950	56450	60400	63600	66050	67800	68950	69600	70200	57750	2.2
Lower Quartile	0	0	36600	37950	39300	40600	41950	43250	44500	47000	50350	53250	55600	57400	58700	59600	60200	60800	48550	2.2
Lower Decile	0	0	34900	36000	37000	38050	39050	40050	41000	42850	45350	47450	49150	50500	51500	52250	52700	53300	42500	2.2
Mean	0	0	38650	40450	42300	44200	46050	47950	49800	53500	58600	63050	66650	69350	71150	72300	72900	73250	61550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46700	46450	47600	49500	52550	55350	57100	63550	73700	77100	100150	103900	105000	102000	102200	96150	83200	
Upper Quartile	0	0	42900	43950	44250	46050	49000	51050	53300	57100	64900	67900	72750	75500	76750	78400	78850	81450	69700	
Median	0	0	40400	41600	41800	42950	45050	47200	49150	51650	57350	59400	63650	66300	67400	68600	69050	71000	57750	
Lower Quartile	0	0	38550	39300	39250	40200	41700	42900	44950	47050	51100	52800	55350	57050	57900	59250	60050	61850	48550	
Lower Decile	0	0	36550	37800	37300	37650	38900	39550	41200	42850	46100	46750	49250	50500	50600	52550	52100	54050	42500	
Mean	0	0	41000	42200	42350	43500	45550	47500	49350	52800	60150	62750	67100	69800	70800	71800	72350	73500	61550	
Supporting Data																				
Total Number	10	32	86	103	162	264	319	371	433	963	912	692	659	695	644	630	569	761	8304	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	59650	64150	68850	78600	93150	105750	114600	118900	119300	117150	113850	106350	110400	2.2
Upper Quartile	0	0	0	0	0	0	52300	55100	57850	63450	71500	78600	84300	88300	90800	91950	92300	91500	82600	2.2
Median	0	0	0	0	0	0	48850	51100	53400	57800	63900	68950	72650	75050	76300	76650	76450	75300	71100	2.2
Lower Quartile	0	0	0	0	0	0	45300	47150	49050	52700	57700	61950	65200	67450	68850	69550	69750	69450	62100	2.2
Lower Decile	0	0	0	0	0	0	42450	43950	45450	48300	52300	55700	58500	60600	62100	63100	63700	64200	54750	2.2
Mean	0	0	0	0	0	0	50250	52850	55450	60600	67850	73900	78450	81300	82650	82950	82550	80850	75700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59600	63650	65750	71250	105850	110900	112350	113300	113900	113250	113600	111950	110400	
Upper Quartile	0	0	0	0	0	0	55500	57600	59900	65500	72900	75500	79800	87700	92450	92150	92800	92900	82600	
Median	0	0	0	0	0	0	50900	52100	55000	59000	65350	68350	71300	73000	74800	75900	75900	78550	71100	
Lower Quartile	0	0	0	0	0	0	47300	48650	51100	53600	58800	60750	64500	65900	67400	69150	70050	71650	62100	
Lower Decile	0	0	0	0	0	0	44750	45250	47750	49550	53800	54800	57500	59150	59500	61800	64100	67900	54750	
Mean	0	0	0	0	0	0	51600	54100	57000	60850	70050	73450	[illegible]	79350	80750	81850	82700	83950	75700	
Supporting Data																				
Total Number	0	1	3	3	7	14	26	51	43	208	327	258	278	322	280	273	247	301	2641	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43100	45100	47100	49100	51150	53150	55200	59150	64700	69550	73550	76600	78800	80200	81050	81700	70750	2.2
Upper Quartile	0	0	40900	42600	44350	46100	47850	49600	51300	54600	59150	63000	66100	68350	69950	70900	71400	71750	61350	2.2
Median	0	0	38950	40400	41800	43250	44650	46050	47400	50000	53500	56500	58850	60600	61850	62650	63150	63550	52800	2.2
Lower Quartile	0	0	36850	38000	39200	40350	41500	42600	43650	45700	48400	50650	52400	53700	54600	55200	55550	55850	45700	2.2
Lower Decile	0	0	35250	36150	37000	37850	38700	39500	40300	41750	43700	45350	46650	47650	48350	48900	49200	49600	41050	2.2
Mean	0	0	39050	40550	42000	43500	44950	46400	47850	50550	54300	57500	60100	62050	63450	64400	64950	65500	54950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46350	46250	46550	49000	51850	53950	55750	59050	64900	67450	73400	76450	78000	79550	80150	84050	70750	
Upper Quartile	0	0	42850	43850	43850	45800	48300	49800	52500	54650	59300	61550	65400	68300	69400	70250	70350	73850	61350	
Median	0	0	40400	41600	41600	42800	44600	46450	48550	50150	54000	55550	57800	59100	61350	62400	62950	65350	52800	
Lower Quartile	0	0	38500	39300	39150	40000	41500	42350	44550	46000	48700	49650	52250	52750	53950	54850	55250	57250	45700	
Lower Decile	0	0	36500	37700	37200	37500	38750	39100	40800	42150	44450	44600	46650	46200	46250	49400	49850	50800	41050	
Mean	0	0	40950	41950	41850	43250	45000	46450	48500	50600	54600	56350	60000	61550	63150	64150	64450	66700	54950	
Supporting Data																				
Total Number	10	31	83	100	155	251	292	320	390	755	585	434	381	373	364	357	322	460	5663	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	59450	65550	74850	83800	91800	98500	103600	107200	109500	111750	97950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	55300	60300	67650	74350	80050	84550	87750	89800	91000	91850	81650	2.2
Median	0	0	0	0	0	0	0	0	52300	56350	61800	66400	70000	72750	74750	76100	77000	77900	68400	3.2
Lower Quartile	0	0	0	0	0	0	0	0	48900	52200	56500	59850	62400	64200	65500	66300	66850	67300	59350	3.4
Lower Decile	0	0	0	0	0	0	0	0	45850	48500	51750	54250	56000	57200	58050	58550	58850	59050	53400	3.8
Mean	0	0	0	0	0	0	0	0	52150	56500	62750	68200	72700	76100	78350	79700	80400	80650	72200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	62550	67050	74600	83600	88300	92950	110050	113100	102800	114050	97950	
Upper Quartile	0	0	0	0	0	0	0	0	58400	61950	67200	72450	78250	81350	92400	94700	85000	93550	81650	
Median	0	0	0	0	0	0	0	0	52650	57000	61750	65200	69450	70750	77450	82000	71950	77600	68400	
Lower Quartile	0	0	0	0	0	0	0	0	48950	53000	56900	57100	62600	64100	67000	68350	64450	67250	59350	
Lower Decile	0	0	0	0	0	0	0	0	47050	47800	53050	52200	55700	59350	57700	62500	55400	58050	53400	
Mean	0	0	0	0	0	0	0	0	54150	57350	63150	66650	71800	73600	80650	83800	76200	81850	72200	
Supporting Data																				
Total Number	0	0	1	2	1	3	8	10	16	80	83	77	76	96	100	89	81	78	801	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

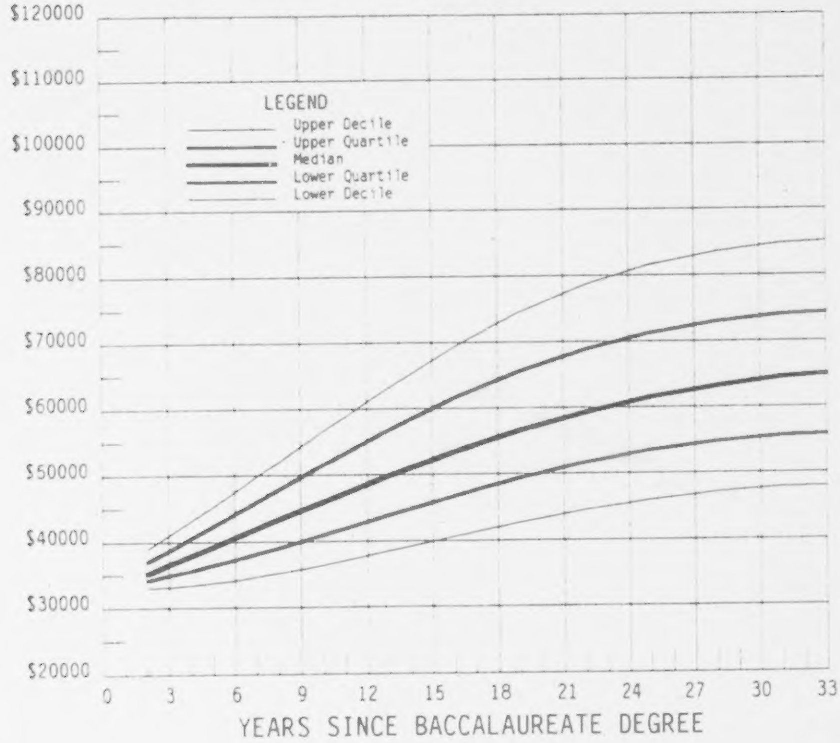
1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	101050	108250	113250	116550	118600	119800	120800	117150	3.6
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	88250	95700	101550	105850	108850	110800	112700	105400	3.2
Median	0	0	0	0	0	0	0	0	0	0	0	76950	82850	87450	90950	93400	95050	96650	88350	3.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	68950	73200	76450	78800	80400	81400	82300	74900	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	65600	67950	69450	70400	70950	71200	71450	68350	4.0
Mean	0	0	0	0	0	0	0	0	0	0	0	80400	85800	89750	92500	94350	95500	96500	90300	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	99150	113200	109850	117750	119250	117850	120850	117150	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	89850	95500	97450	106900	110600	107100	114650	105400	
Median	0	0	0	0	0	0	0	0	0	0	0	80050	80150	88300	88800	95750	87700	104300	88350	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	72050	72000	75000	76500	83800	73500	90650	74900	
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	66400	66400	70700	69900	71400	68250	74050	68350	
Mean	0	0	0	0	0	0	0	0	0	0	0	81950	84950	88850	91550	96700	90200	100600	90300	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	0	5	7	18	18	23	46	38	24	26	205	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	59050	64350	71800	78100	82900	86050	87750	88350	88250	86950	83450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	54950	59450	65700	71050	75200	78100	79900	80750	81000	80500	71800	2.2
Median	0	0	0	0	0	0	0	0	51400	55250	60350	64450	67400	69200	70050	70250	70000	68900	64150	2.2
Lower Quartile	0	0	0	0	0	0	0	0	47950	51100	55250	58450	60600	61850	62350	62300	62000	60900	57000	2.2
Lower Decile	0	0	0	0	0	0	0	0	44950	47700	51150	53750	55400	56300	56500	56350	55950	54850	52000	2.2
Mean	0	0	0	0	0	0	0	0	51850	55700	61000	65300	68400	70450	71450	71800	71650	70750	65950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	62550	66550	73300	72750	81500	82300	91350	91750	86650	88750	83450	
Upper Quartile	0	0	0	0	0	0	0	0	58400	61350	66300	68650	74250	73450	81650	83000	81100	82400	71800	
Median	0	0	0	0	0	0	0	0	52650	56650	61200	61200	67150	68700	69000	72150	69100	70300	64150	
Lower Quartile	0	0	0	0	0	0	0	0	48950	52500	56500	55400	59400	62350	60000	64600	61150	62450	57000	
Lower Decile	0	0	0	0	0	0	0	0	47050	47500	52600	51350	54950	57300	54600	59850	53450	56050	52000	
Mean	0	0	0	0	0	0	0	0	54150	56800	62450	62100	67700	68800	71250	74200	70350	72600	65950	
Supporting Data																				
Total Number	0	0	1	2	1	3	8	10	16	75	76	60	58	73	54	51	57	52	596	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

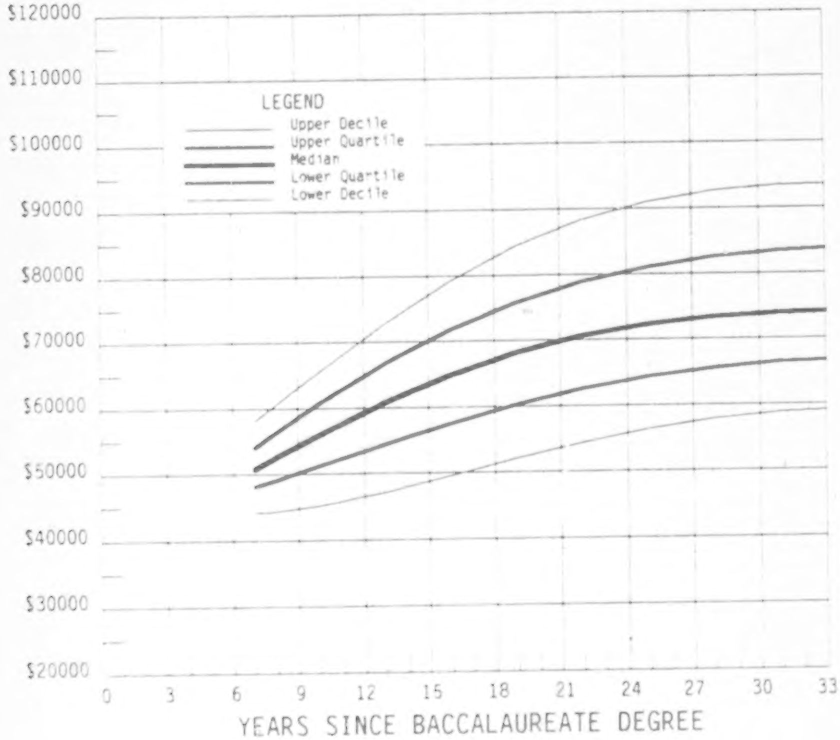
SALARY CURVES FOR ENGINEERS IN AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: AEROSPACE

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	38850	40900	43050	45200	47450	49700	52000	56550	63200	69300	74500	78600	81550	83550	84750	85700	74050	2.2
Upper Quartile	0	0	36900	38650	40450	42250	44100	45950	47800	51500	56800	61550	65600	68850	71250	72950	74000	75100	62200	2.2
Median	0	0	35150	36500	37850	39200	40550	41900	43300	45950	49800	53400	56550	59250	61450	63200	64500	66350	49250	2.2
Lower Quartile	0	0	34150	34850	35600	36400	37200	38100	39000	40900	43850	46750	49400	51650	53450	54750	55600	56400	40550	3.4
Lower Decile	0	0	33000	33100	33350	33700	34100	34600	35150	36350	38450	40600	42650	44500	45950	47050	47750	48350	36050	3.4
Mean	0	0	35250	36650	38000	39400	40850	42250	43650	46450	50450	54150	57450	60250	62550	64350	65700	67550	52650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	39650	40150	42900	44550	47800	49500	52700	57350	63350	66800	74050	77650	82950	84250	83700	86100	74050	
Upper Quartile	0	0	37150	38000	40400	41950	44300	46350	48200	51650	57100	60450	63250	69250	72200	74100	73650	75050	62200	
Median	0	0	34800	35450	37950	39500	40850	41700	43900	46350	49700	51750	54400	59150	62900	65100	64750	65800	49250	
Lower Quartile	0	0	33050	33300	35100	37200	38200	38450	39600	41350	43400	44350	45650	50350	54050	56300	56200	57450	40550	
Lower Decile	0	0	32050	31750	32700	34200	34650	35100	35700	37300	38350	38100	39450	41600	44200	48050	48850	50500	36050	
Mean	0	0	35400	35650	37950	39400	41200	42150	44050	46900	50700	52450	55650	59700	63600	65900	65600	67350	52650	
Supporting Data																				
Total Number	35	74	132	219	302	492	522	478	451	1047	705	483	373	407	465	526	613	1195	8519	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

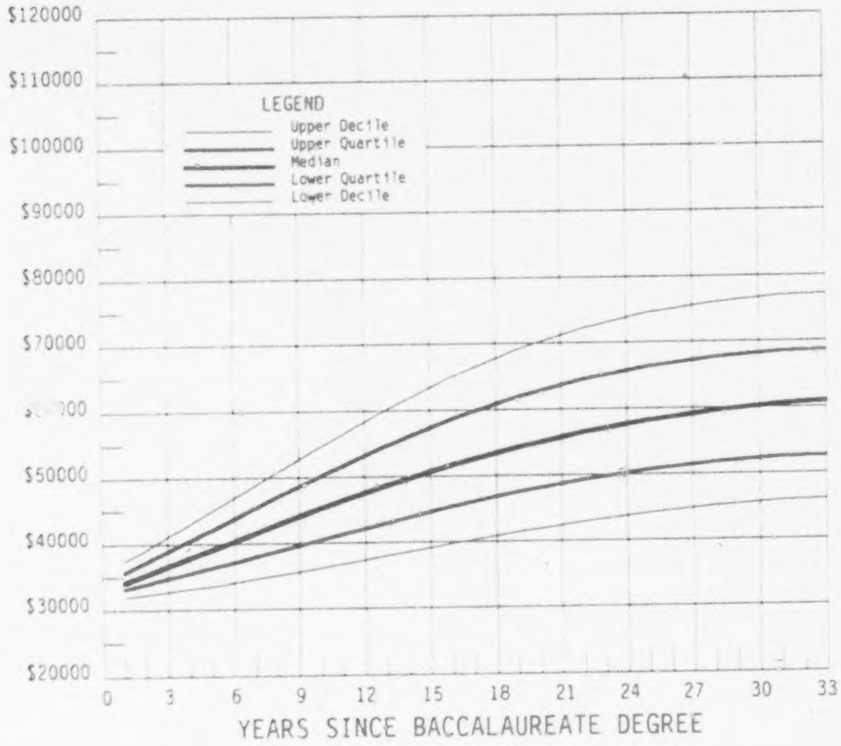
SALARY CURVES FOR ENGINEERS IN AEROSPACE
SUPERVISORS, ALL DEGREE LEVELS



1997 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	58000	60550	65600	72800	79200	84400	88300	90950	92550	93350	93700	90300	2.2
Upper Quartile	0	0	0	0	0	0	0	54000	56350	60750	66750	71750	75800	78850	81050	82550	83450	84250	79200	3.4
Median	0	0	0	0	0	0	0	50750	52550	56000	60750	64850	68100	70600	72300	73350	73950	74350	70100	2.2
Lower Quartile	0	0	0	0	0	0	0	48100	49100	51250	54450	57500	60250	62550	64350	65600	66450	67200	60600	3.4
Lower Decile	0	0	0	0	0	0	0	44150	44350	45200	47150	49550	52050	54400	56350	57800	58750	59650	51050	3.4
Mean	0	0	0	0	0	0	0	50500	52300	55850	60700	64900	68400	71100	73150	74500	75400	76150	70700	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	55100	61050	65300	75550	77950	85500	86500	92600	92850	90200	95000	90300	
Upper Quartile	0	0	0	0	0	0	0	52000	58000	60900	67150	70750	76800	77600	82650	82500	80750	85600	79200	
Median	0	0	0	0	0	0	0	48000	52400	56850	61400	64650	68000	69550	73150	74200	71950	75050	70100	
Lower Quartile	0	0	0	0	0	0	0	44750	49100	52100	56250	58000	58000	59650	64500	66600	64950	68500	60600	
Lower Decile	0	0	0	0	0	0	0	37600	47100	46550	49300	48550	50300	51300	56200	58950	59250	60000	51050	
Mean	0	0	0	0	0	0	0	47850	53300	56250	62100	63800	68550	68900	73700	75350	73650	77250	70700	
Supporting Data																				
Total Number	1	0	0	1	3	10	14	16	22	77	88	86	76	112	153	166	225	370	1420	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN AEROSPACE
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	37400	39200	41100	43000	44950	46900	48850	50800	54650	60150	65050	69100	72250	74500	76000	76900	77650	66750	2.2
Upper Quartile	0	35650	37250	38850	40450	42100	43750	45400	47050	50200	54700	58650	61900	64500	66350	67650	68450	69250	56950	2.2
Median	0	34100	35350	36600	37850	39100	40350	41600	42850	45250	48650	51700	54300	56500	58200	59550	60500	61800	46400	2.2
Lower Quartile	0	33200	33950	34700	35500	36300	37150	37950	38800	40500	43000	45350	47500	49250	50700	51750	52450	53100	39550	3.4
Lower Decile	0	32000	32300	32700	33100	33500	34000	34500	35050	36150	37900	39700	41400	42900	44150	45150	45850	46600	35200	3.2
Mean	0	34250	35500	36750	38000	39300	40550	41800	43050	45450	48900	52000	54700	56950	58700	60100	61150	62500	49050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	36300	39650	40150	42750	44450	47400	49250	51750	55550	60250	62750	66100	72150	73150	75850	77450	78650	66750	
Upper Quartile	0	35150	37150	38050	40350	41950	44100	46050	47600	50400	55050	57300	-59350	64050	66450	68600	68200	69700	56950	
Median	0	33700	34800	35450	37900	39450	40750	41500	43500	45900	48450	49500	52350	56400	58900	61000	60350	61950	46400	
Lower Quartile	0	32350	33050	33300	35050	37200	38100	38400	39350	40950	42500	43000	43750	47800	50550	52400	52850	55150	39550	
Lower Decile	0	29350	32050	31750	32700	34200	34500	35000	35500	37000	37950	37200	37650	40300	42350	46250	46250	49200	35200	
Mean	0	33600	35400	35650	37850	39350	41000	41950	43550	46150	49100	50000	52350	56250	58650	61550	60900	62950	49050	
Supporting Data																				
Total Number	34	74	132	218	299	482	508	462	429	970	617	397	297	295	312	360	388	825	7099	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: AEROSPACE, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	36650	38500	40450	42450	44500	46550	48600	50700	54850	60850	66250	70850	74400	77000	78750	79800	80750	68800	2.2
Upper Quartile	0	35300	36900	38450	40100	41700	43350	45000	46650	49900	54500	58700	62300	65200	67500	69150	70250	71650	57650	2.2
Median	0	34000	35200	36400	37600	38800	40000	41150	42350	44700	48050	51100	53850	56250	58200	59800	61050	62850	46050	2.2
Lower Quartile	0	33450	34000	34600	35200	35900	36650	37450	38250	39900	42500	45000	47300	49250	50800	51900	52600	53250	39150	3.4
Lower Decile	0	32050	32150	32400	32700	33050	33500	34000	34550	35700	37600	39500	41250	42800	44000	44900	45500	46000	34750	3.4
Mean	0	33900	35150	36400	37650	38900	40150	41400	42650	45100	48600	51850	54750	57250	59300	61000	62250	64100	49350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35750	38550	39700	42550	44050	47000	49050	51150	55850	60800	64500	66900	74500	77450	77550	79550	81900	68800	
Upper Quartile	0	34850	36550	37650	40100	41600	43850	45750	47200	49850	55050	57750	59100	64150	67900	69550	70850	71950	57650	
Median	0	33500	34550	35250	37600	39300	40450	40900	43100	45350	47900	48850	51400	56000	59200	60500	62200	62750	46050	
Lower Quartile	0	32200	32950	33150	34700	37000	37850	38050	39100	40200	41700	42000	43100	47100	50150	51750	54200	55800	39150	
Lower Decile	0	29100	32000	31600	32550	33600	34100	34700	35100	36550	37300	36050	37150	39600	42200	45800	46600	48900	34750	
Mean	0	33100	34700	35350	37550	39050	40700	41600	43250	45700	48750	50000	52000	56250	59600	61550	62800	64500	49350	
Supporting Data																				
Total Number	32	68	123	206	270	434	453	394	370	823	528	344	253	246	275	313	364	821	6317	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	55900	58100	60300	64550	70500	75700	80000	83350	85850	87600	88750	90100	84950	2.2
Upper Quartile	0	0	0	0	0	0	52850	54600	56300	59650	64350	68450	71900	74700	76900	78500	79700	81150	75750	2.2
Median	0	0	0	0	0	0	48050	49600	51100	54000	58050	61550	64500	66850	68650	70000	70950	72200	65950	2.2
Lower Quartile	0	0	0	0	0	0	46500	47200	47900	49300	51400	53500	55550	57500	59250	60800	62100	64100	56450	2.2
Lower Decile	0	0	0	0	0	0	42450	42850	43300	44150	45450	46750	48050	49350	50650	51900	53200	56350	47500	1.2
Mean	0	0	0	0	0	0	49050	50400	51700	54300	57950	61200	64100	66550	68550	70150	71400	73100	66600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	54900	55400	61200	64150	73400	76000	79900	82650	87000	84200	86050	92150	84950	
Upper Quartile	0	0	0	0	0	0	53250	51500	58200	59600	64550	67750	73750	74500	78000	77850	77350	82200	75750	
Median	0	0	0	0	0	0	44750	47000	52100	55750	58900	61800	63350	65350	68000	71000	69350	73150	65950	
Lower Quartile	0	0	0	0	0	0	41750	44000	48950	51700	53750	52500	51950	53500	60750	62350	63000	63750	56450	
Lower Decile	0	0	0	0	0	0	39650	37200	47050	46400	47350	44000	47100	46400	48000	55700	55500	55650	47500	
Mean	0	0	0	0	0	0	46600	47100	53250	55450	59400	60350	63950	64500	68550	70950	70250	73800	66600	
Supporting Data																				
Total Number	1	0	0	1	2	9	11	12	21	58	56	50	41	58	80	78	133	234	845	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	36900	38700	40500	42350	44250	46100	48000	49850	53500	58650	63100	66650	69350	71150	72300	72900	73200	62850	2.2
Upper Quartile	0	35600	37050	38550	40050	41600	43100	44600	46100	48950	53000	56550	59550	61850	63600	64850	65650	66500	53300	2.2
Median	0	34150	35300	36450	37550	38700	39800	40950	42050	44200	47200	49950	52350	54400	56050	57350	58300	59700	44250	2.2
Lower Quartile	0	33350	34000	34650	35350	36000	36700	37400	38100	39500	41550	43550	45400	47050	48500	49700	50600	51700	38500	2.8
Lower Decile	0	31900	32200	32500	32800	33200	33550	34000	[illegible]4400	35350	36800	38350	39900	41300	42600	43700	44550	45600	34250	2.8
Mean	0	34150	35300	36450	37600	38750	39900	41050	42150	44350	47450	50200	52600	54650	56300	57600	58600	59950	46700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35750	38550	39700	42400	44050	46850	48800	49700	54150	58850	61650	62550	68600	70450	72200	73950	74050	62850	
Upper Quartile	0	34850	36550	37650	40050	41600	43700	45500	46550	49000	53400	54950	56700	60850	63500	66100	65250	67200	53300	
Median	0	33500	34550	35250	37550	39250	40400	40800	42650	44950	46850	47550	50400	54000	56800	58000	58150	60250	44250	
Lower Quartile	0	32200	32950	33150	34700	36950	37750	38000	38900	39900	41100	41250	42250	45150	47700	49700	51400	53600	38500	
Lower Decile	0	29100	32000	31600	32550	33600	34000	34650	34900	36350	36800	35750	36400	38950	41150	44450	44050	48100	34250	
Mean	0	33100	34700	35350	37550	39050	40550	41400	42650	44950	47500	48250	49700	53700	55950	58400	58550	60800	46700	
Supporting Data																				
Total Number	31	68	123	205	268	425	442	382	349	765	472	294	212	188	195	235	231	587	5472	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: AEROSPACE, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	45800	48000	50200	52400	54650	59150	65750	71850	77200	81550	84950	87400	89050	90900	81800	2.2
Upper Quartile	0	0	0	0	42950	44850	46750	48650	50600	54400	59900	64950	69250	72800	75450	77400	78700	80150	70750	2.2
Median	0	0	0	0	40250	41850	43400	44950	46500	49600	54000	57950	61350	64200	66400	68050	69250	70700	59200	2.2
Lower Quartile	0	0	0	0	38550	39600	40650	41700	42800	45100	48500	51750	54700	57200	59150	60550	61450	62300	48650	3.4
Lower Decile	0	0	0	0	37000	37650	38300	39000	39750	41300	43700	46000	48150	49950	51350	52350	53000	53600	42000	3.4
Mean	0	0	0	0	40900	42450	44000	45550	47050	50100	54500	58500	62050	65000	67400	69250	70600	72400	60900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	43950	48400	51000	51600	55150	59550	67000	68950	78650	78600	87450	87800	87600	91500	81800	
Upper Quartile	0	0	0	0	42650	43600	46800	48450	51900	54900	60750	63250	69000	72050	75000	78300	77500	80900	70750	
Median	0	0	0	0	40450	41100	43200	43950	47450	50300	54850	57700	59250	63200	66500	69400	67750	71400	59200	
Lower Quartile	0	0	0	0	38250	38950	40550	41250	43450	46250	48500	50400	53250	55450	59100	61750	59700	64000	48650	
Lower Decile	0	0	0	0	36500	37250	38550	38550	38750	42800	44500	44850	46400	47200	50050	54900	51550	55250	42000	
Mean	0	0	0	0	41100	41800	44000	44700	47400	50850	55250	57200	61850	63650	67800	70450	69250	72950	60900	
Supporting Data																				
Total Number	3	6	9	13	32	57	67	83	78	207	158	116	100	135	161	181	218	344	1968	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69200	76250	82150	86750	90200	92600	94250	95250	96100	93000	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	63800	68650	73050	76950	80250	83000	85150	86800	89100	83150	2.2
Median	0	0	0	0	0	0	0	0	0	60150	63450	66700	69700	72250	74300	75750	76700	77550	73500	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	57150	59400	61850	64300	66400	68150	69400	70250	71000	66500	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	49250	52600	55800	58650	61050	62950	64250	65150	65900	59450	3.4
Mean	0	0	0	0	0	0	0	0	0	59750	63900	67850	71400	74350	76700	78400	79450	80450	75450	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	68200	80250	76000	89750	90750	95250	92000	94000	97100	93000	
Upper Quartile	0	0	0	0	0	0	0	0	0	63400	70350	70500	78600	77500	87300	84150	86100	89200	83150	
Median	0	0	0	0	0	0	0	0	0	59650	64350	66000	71000	70750	75050	75550	76000	78100	73500	
Lower Quartile	0	0	0	0	0	0	0	0	0	56500	60150	62000	65850	63800	69400	69250	68800	72050	66500	
Lower Decile	0	0	0	0	0	0	0	0	0	46700	57250	56000	57450	58700	63850	63050	62250	69050	59450	
Mean	0	0	0	0	0	0	0	0	0	58700	66150	66050	73650	72100	78500	76850	78350	81800	75450	
Supporting Data																				
Total Number	0	0	0	0	1	1	3	4	1	19	29	30	31	47	59	76	84	125	510	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

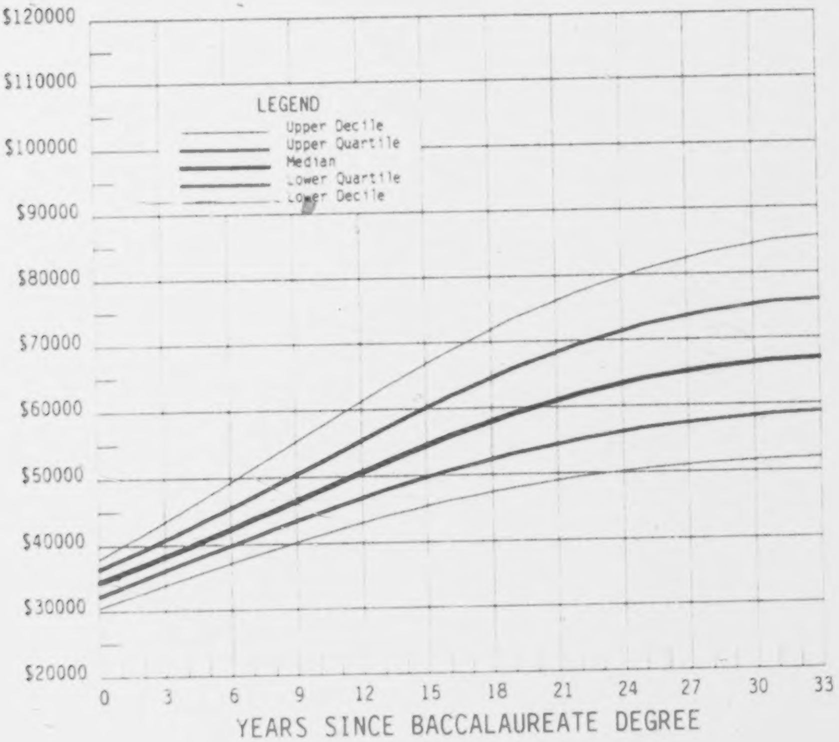
1992 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	46200	47950	49700	51450	53200	56700	61700	66400	70550	74100	77050	79350	81050	83450	72900	2.2
Upper Quartile	0	0	0	0	43400	45000	46600	48200	49800	52900	57250	61200	64600	67350	69500	71100	72200	73650	63850	2.2
Median	0	0	0	0	40550	41900	43300	44650	46000	48600	52300	55600	58400	60650	62450	63800	64750	65950	54050	2.2
Lower Quartile	0	0	0	0	38550	39600	40600	41600	42600	44600	47450	50000	52200	54000	55350	56300	56900	57450	46050	3.4
Lower Decile	0	0	0	0	37050	37650	38300	38950	39600	40950	42950	44800	46450	47800	48850	49600	50100	50500	40700	3.4
Mean	0	0	0	0	41250	42550	43800	45050	46350	48800	52250	55400	58200	60550	62450	64000	65150	66800	55800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	43700	47850	49500	51050	55100	57700	62700	63150	68200	74400	75200	82500	79300	84450	72900	
Upper Quartile	0	0	0	0	42450	43450	46250	48150	51700	53900	57950	60100	61650	67100	68200	72250	69900	75400	63850	
Median	0	0	0	0	40300	41000	42950	43650	47300	49750	52900	55100	55900	59250	62100	64400	64000	66850	54050	
Lower Quartile	0	0	0	0	38200	38500	40400	41100	43350	46000	47450	48150	50100	50750	55600	58400	55450	59200	46050	
Lower Decile	0	0	0	0	36450	37200	38500	38450	38750	42550	43950	43400	44550	44500	45200	51100	50100	53150	40700	
Mean	0	0	0	0	40450	41650	43500	44400	47300	50050	52800	54150	56550	59150	61600	65800	63600	67850	55800	
Supporting Data																				
Total Number	3	6	9	13	31	56	64	79	77	188	129	86	69	88	102	105	134	219	1458	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: AEROSPACE, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69050	75500	81600	87100	91950	96000	99250	101750	105300	93050	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63150	68850	73950	78300	81900	84750	86900	88500	90450	82500	2.6
Median	0	0	0	0	0	0	0	0	0	56700	62150	66600	70100	72700	74500	75700	76450	77100	70500	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	49800	54800	59050	62350	64750	66350	67250	67750	68050	61350	2.4
Lower Decile	0	0	0	0	0	0	0	0	0	44300	49700	53900	56800	58500	59250	59450	59300	58800	52650	2.6
Mean	0	0	0	0	0	0	0	0	0	56850	62700	67550	71400	74250	76250	77600	78450	79150	72600	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	65200	82750	83500	85000	88000	95250	109000	89850	112500	93050	
Upper Quartile	0	0	0	0	0	0	0	0	0	61000	75000	72500	76000	78000	88450	92500	82100	92500	82500	
Median	0	0	0	0	0	0	0	0	0	55500	67000	63000	70650	71350	75350	81450	69650	80000	70500	
Lower Quartile	0	0	0	0	0	0	0	0	0	50400	55600	55250	64000	65000	68850	70000	63650	68500	61350	
Lower Decile	0	0	0	0	0	0	0	0	0	45050	49700	51000	58000	58400	61800	64200	53300	60000	52650	
Mean	0	0	0	0	0	0	0	0	0	55550	67300	65150	70600	71900	78150	82950	72100	81800	72600	
Supporting Data																				
Total Number	0	0	0	0	0	1	2	1	3	17	19	23	20	26	29	32	31	30	234	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

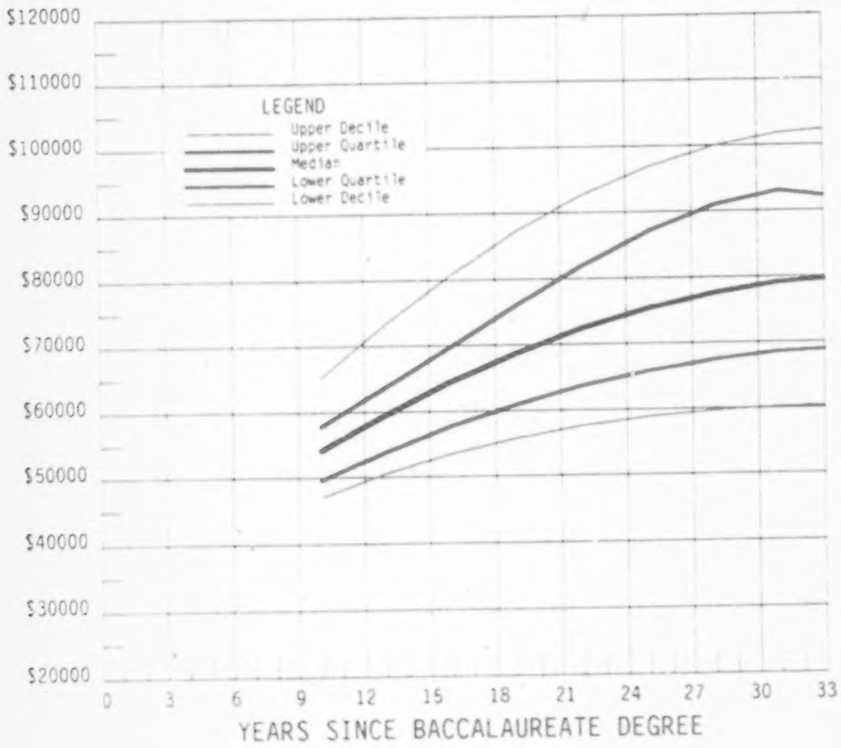
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	39750	41550	43450	45400	47350	49300	51300	53300	57300	63150	68600	73450	77500	80750	83250	85000	87300	76950	2.2
Upper Quartile	36400	37800	39250	40750	42300	43850	45450	47100	48750	52050	57000	61700	65950	69500	72300	74300	75600	76750	66700	3.6-
Median	34450	35650	36950	38250	39550	40900	42300	43700	45050	47850	51950	55750	59100	61900	64100	65650	66650	67500	56150	3.6
Lower Quartile	32350	33600	34850	36100	37350	38600	39800	41050	42250	44600	47850	50700	53150	55100	56650	57750	58550	59500	46950	2.2
Lower Decile	30550	31650	32800	33900	35000	36050	37150	38200	39200	41200	43850	46150	48000	49500	50550	51300	51800	52350	39150	2.2
Mean	34650	35900	37250	38600	39950	41350	42800	44200	45650	48550	52800	56800	60300	63200	65450	67100	68150	69050	57800	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	39750	42250	43250	45650	45650	49700	52850	52850	57950	63300	66000	73050	77650	85150	82450	86000	85900	76950	
Upper Quartile	37350	37650	39850	40350	42150	43150	46550	48400	48150	52300	56950	60100	65600	70450	75350	73750	76250	75250	66700	
Median	35300	35300	37300	37350	38900	41250	42700	44700	44150	48400	51900	54650	59200	62100	66100	65050	68100	66050	56150	
Lower Quartile	33800	33650	34700	35300	36600	38700	39600	41300	41550	44900	47850	50600	53050	54600	57900	57050	60800	58400	46950	
Lower Decile	31850	32350	32550	33300	34350	36950	37000	36550	38050	41650	43800	45900	47800	48750	52700	51350	54850	50400	39150	
Mean	36300	35700	37200	38250	39750	41550	43100	44850	44950	49100	52900	55550	60250	63000	67450	66150	69400	68250	57800	
Supporting Data																				
Total Number	49	80	90	100	82	86	80	100	110	351	388	374	397	383	386	335	329	566	4286	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	7	10	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

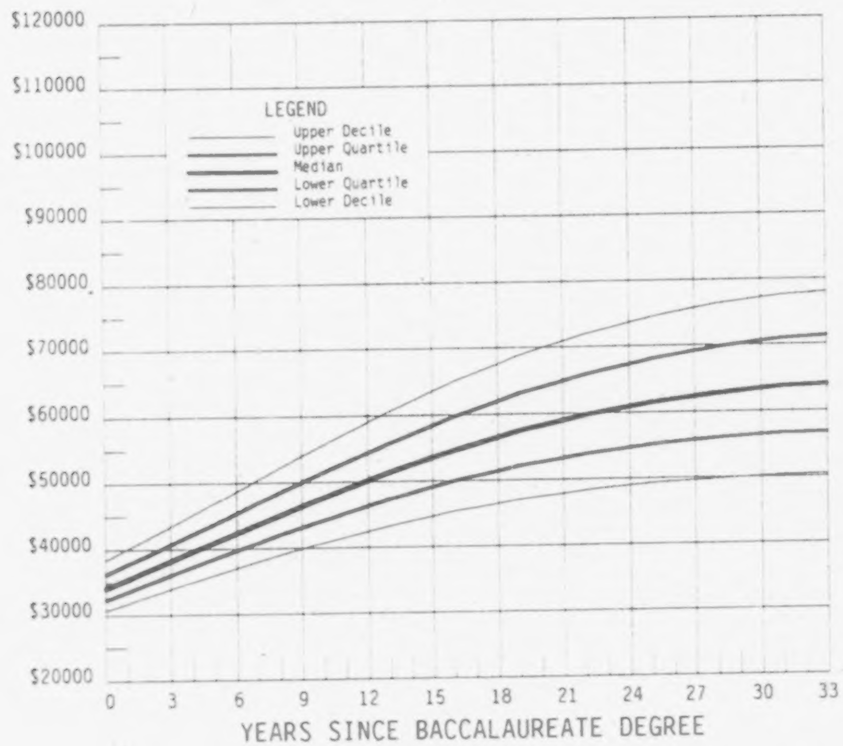
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65100	73250	80700	87250	92600	96800	99850	101850	103750	93950	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	57750	63700	69850	76050	81900	87000	90850	93050	89700	83650	1.2
Median	0	0	0	0	0	0	0	0	0	54050	59500	64450	68800	72450	75350	77550	79150	80900	72250	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	49550	53850	57700	60950	63650	65800	67400	68550	69750	61600	3.0
Lower Decile	0	0	0	0	0	0	0	0	0	46950	50550	53500	55800	57550	58800	59650	60150	60600	54900	3.6
Mean	0	0	0	0	0	0	0	0	0	55100	60800	65950	70450	74150	77050	79200	80650	82150	74200	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	67100	77050	82300	86700	85850	94750	94600	98800	117500	93950	
Upper Quartile	0	0	0	0	0	0	0	0	0	64250	69100	70100	78250	78400	87000	85700	89450	93100	83650	
Median	0	0	0	0	0	0	0	0	0	54500	61450	63050	67200	71350	77200	77700	80150	80400	72250	
Lower Quartile	0	0	0	0	0	0	0	0	0	50750	54700	57500	59000	62150	68300	68400	70300	68250	61600	
Lower Decile	0	0	0	0	0	0	0	0	0	47950	50600	54650	53850	56450	61600	59400	59500	60650	54900	
Mean	0	0	0	0	0	0	0	0	0	56400	62900	65150	69300	71750	77950	78000	81100	84200	74200	
Supporting Data																				
Total Number	0	0	0	1	1	3	2	3	2	23	54	49	86	108	108	82	77	122	720	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	7	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38400	40050	41750	43450	45200	46950	48700	50450	52200	55650	60600	65000	68850	72000	74450	76300	77600	79200	71200	2.2
Upper Quartile	36200	37700	39200	40700	42250	43800	45400	46950	48450	51500	55800	59700	63050	65850	68050	69750	70950	72500	63050	2.2
Median	34100	35450	36850	38200	39600	40950	42350	43700	45050	47700	51400	54650	57450	59700	61450	62750	63650	64800	53800	2.2
Lower Quartile	32350	33600	34800	36050	37250	38500	39700	40850	42050	44250	47350	50000	52150	53850	55150	56050	56650	57300	45000	2.2
Lower Decile	30700	31750	32850	33900	34950	35950	37000	38000	38950	40800	43250	45350	47000	48300	49250	49850	50250	50700	38050	2.2
Mean	34500	35800	37200	38550	39950	41300	42700	44050	45400	48000	51700	54900	57700	59900	61650	62900	63800	64950	54500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	39750	42250	43200	45500	45350	49400	52650	52650	56950	59850	63200	67550	72500	77400	75000	78650	78850	71200	
Upper Quartile	37350	37650	39850	40200	41950	43050	46050	48350	47900	51800	55150	58650	63600	66050	70300	68900	72400	71400	63050	
Median	35300	35300	37300	37300	38800	41100	42550	44600	44050	48100	51250	53850	57750	59650	62550	62400	65750	63650	53800	
Lower Quartile	33800	33650	34700	35250	36550	38600	39450	41200	41500	44700	47150	50150	51900	53200	55950	55300	59900	56100	45000	
Lower Decile	31850	32350	32550	33300	34350	36950	36950	36400	38000	41450	43150	45350	46850	46900	51150	49800	53650	49000	38050	
Mean	36300	35700	37200	38200	39650	41450	42800	44750	44800	48600	51250	54100	57750	59600	63350	62350	65800	63900	54500	
Supporting Data																				
Total Number	49	80	90	99	81	82	78	97	109	328	334	325	311	275	279	253	252	444	3566	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37100	38900	40750	42600	44500	46450	48400	50400	52350	56300	61950	67150	71650	75300	78150	80250	81650	83300	72500	2.2
Upper Quartile	35800	37150	38600	40050	41500	43050	44600	46150	47700	50850	55500	59850	63750	67000	69500	71350	72500	73550	62250	3.6
Median	33700	35050	36400	37800	39200	40600	42000	43400	44750	47400	51100	54350	57100	59300	61000	62200	63000	64000	52300	2.2
Lower Quartile	32150	33350	34550	35750	36950	38150	39350	40500	41600	43800	46750	49250	51300	52900	54050	54800	55300	55850	43300	2.2
Lower Decile	30600	31600	32650	33650	34700	35700	36650	37600	38550	40300	42600	44550	46100	47300	48100	48700	49050	49350	36850	2.2
Mean	33800	35200	36600	38050	39450	40900	42350	43800	45200	47950	51800	55250	58150	60500	62300	63600	64550	65600	54000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37700	39050	40100	42550	43950	44900	49550	51350	51750	57350	63150	63950	69250	75850	85850	76200	83700	82400	72500	
Upper Quartile	36250	36950	38500	39700	41100	42950	46050	46500	46950	51550	55300	58150	63100	67950	73650	70050	74400	71650	62250	
Median	34950	35050	36400	37050	38450	40850	42100	43950	43900	47700	51100	53300	57050	59050	64100	62000	65050	62300	52300	
Lower Quartile	33450	33500	34050	34900	36450	38500	38950	40950	41350	44350	46600	48900	50600	51950	56450	54900	57750	54450	43300	
Lower Decile	31500	32300	32200	33050	34500	36950	36900	34650	37450	41100	42750	44600	45500	44950	52000	49000	53100	47150	36850	
Mean	34850	35300	36100	37700	39100	41100	42700	43600	44450	48450	51800	53800	57700	60800	66300	62800	66400	63950	54000	
Supporting Data																				
Total Number	41	73	71	86	70	66	57	77	74	259	262	211	213	199	183	164	165	301	2574	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2	3	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	63150	70700	77550	83550	88450	92350	95200	97250	99450	90900	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	57750	63950	69600	74550	78650	81900	84400	86200	88250	79550	2.8
Median	0	0	0	0	0	0	0	0	0	53000	57900	62250	66000	69100	71500	73300	74550	75950	67650	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	49700	53450	56450	58850	60600	61850	62750	63300	63850	58300	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	46600	49800	52300	54150	55500	56450	57050	57400	57750	51950	3.6
Mean	0	0	0	0	0	0	0	0	0	54500	59700	64250	68050	71050	73350	75000	76100	77350	70150	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	62400	73300	71850	84200	87500	96400	90900	91550	103400	90900	
Upper Quartile	0	0	0	0	0	0	0	0	0	56500	67000	66700	73900	75850	85950	81000	86650	89300	79550	
Median	0	0	0	0	0	0	0	0	0	53350	59850	59750	62750	68800	73500	74000	80100	72950	67650	
Lower Quartile	0	0	0	0	0	0	0	0	0	50650	53600	56850	56850	59100	65450	64400	63050	62450	58300	
Lower Decile	0	0	0	0	0	0	0	0	0	47600	50300	53100	50200	56050	59050	57250	57400	56850	51950	
Mean	0	0	0	0	0	0	0	0	0	54100	61150	62750	66400	70400	75850	73900	76650	76900	70150	
Supporting Data																				
Total Number	0	0	0	0	0	2	2	3	1	15	40	21	43	65	58	34	37	59	381	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37450	39150	40850	42600	44400	46200	47950	49750	51500	55000	59850	64100	67700	70450	72500	73900	74800	75700	67450	2.2
Upper Quartile	35700	37100	38550	40000	41500	42950	44450	45900	47350	50200	54250	57900	61000	63600	65700	67250	68400	69850	59150	2.2
Median	33900	35200	36500	37800	39150	40450	41750	43050	44300	46750	50150	53100	55550	57550	59000	60050	60800	61650	50250	2.2
Lower Quartile	32250	33400	34600	35750	36900	38000	39150	40250	41300	43350	46100	48400	50300	51750	52800	53500	53950	54400	41950	2.2
Lower Decile	30600	31600	32650	33650	34650	35600	36550	37450	38350	40000	42150	43900	45200	46150	46750	47150	47300	47400	36300	2.2
Mean	34050	35350	36700	38050	39400	40700	42050	43350	44600	47100	50500	53500	55900	57850	59300	60300	60950	61750	51150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37700	39050	40100	42550	43950	45000	49100	51000	51800	56650	59600	62450	65850	68900	76750	71750	76650	75850	67450	
Upper Quartile	36250	36950	38500	39700	41100	42950	44900	46450	46850	51000	53450	56650	61650	62950	67950	67150	71100	68400	59150	
Median	34950	35050	36400	37050	38450	40700	41900	43750	43850	47350	50350	52650	55550	55300	60050	60150	63300	60900	50250	
Lower Quartile	33450	33500	34050	34900	36450	38400	38800	40700	41300	44150	45750	48500	49650	49600	54650	53600	56650	53450	41950	
Lower Decile	31500	32300	32200	33050	34500	36900	36850	34400	37400	40900	42150	44400	44750	42950	50650	48050	50550	45550	36300	
Mean	34850	35300	36100	37700	39100	41050	42250	43400	44400	48050	50150	52800	55500	56200	61800	59900	63500	60800	51150	
Supporting Data																				
Total Number	41	73	71	86	70	64	55	75	73	244	221	190	170	134	125	131	128	242	2193	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42650	44500	46400	48300	50200	52150	54100	57950	63550	68850	73600	77700	81100	83700	85600	87750	79100	3.0
Upper Quartile	0	0	40550	42150	43800	45400	47050	48650	50300	53550	58250	62650	66650	70100	73000	75300	77050	79150	69600	2.8
Median	0	0	38650	39950	41300	42650	44000	45350	46650	49300	53150	56750	59950	62750	65050	66850	68100	69600	60050	3.0
Lower Quartile	0	0	36700	37950	39150	40400	41600	42800	43950	46200	49400	52250	54750	56800	58500	59850	60800	61950	51850	2.8
Lower Decile	0	0	34650	35750	36900	38000	39100	40150	41200	43200	45950	48350	50400	52100	53400	54400	55100	55850	44150	3.0
Mean	0	0	38800	40200	41650	43100	44550	46000	47400	50200	54250	57950	61300	64150	66500	68400	69750	71450	61400	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44250	50850	0	44000	48850	57950	52850	56450	64500	67150	75450	78250	81850	83250	83650	88050	79100	
Upper Quartile	0	0	43200	43650	0	43200	46200	52500	50200	52850	58500	60700	67150	72200	73450	76350	75900	78300	69600	
Median	0	0	41750	40300	0	41850	43700	48500	43800	49100	53550	55400	60950	63450	66000	66850	68650	68250	60050	
Lower Quartile	0	0	39700	37500	0	39600	41600	44050	41550	46400	49500	51950	56050	56450	58000	58750	62100	61950	51850	
Lower Decile	0	0	38100	36300	0	37050	37200	39800	38850	44000	46500	48350	51400	51850	51750	53750	57450	55700	44150	
Mean	0	0	41500	41450	0	42500	43500	48950	45200	49700	54800	56850	62800	64400	66200	68150	69950	71250	61400	
Supporting Data																				
Total Number	8	5	19	15	11	18	21	21	31	71	99	137	143	126	147	120	103	176	1270	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	71450	78800	85450	91100	95600	99000	101400	104400	92350	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	67200	73550	78900	83100	86100	88050	89200	90050	83800	2.2
Median	0	0	0	0	0	0	0	0	0	0	60450	65700	70250	73950	76750	78800	80150	81700	74000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	55600	60000	63650	66600	68750	70200	71150	72100	64950	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	51250	54850	57850	60100	61750	62850	63500	64100	57250	2.2
Mean	0	0	0	0	0	0	0	0	0	0	61150	66550	71250	75150	78100	80250	81750	83450	75400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	84850	82050	86050	84150	90300	93350	99150	115050	92350	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	77700	72700	78100	79850	85100	85550	90700	92700	83800	
Median	0	0	0	0	0	0	0	0	0	0	65300	65450	69150	73800	75850	78650	77650	84050	74000	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	59200	58300	61000	68650	70000	72350	70350	71150	64950	
Lower Decile	0	0	0	0	0	0	0	0	0	0	54300	55800	56950	57150	64750	61650	63450	64850	57250	
Mean	0	0	0	0	0	0	0	0	0	0	67450	67100	70700	72700	77050	78750	80550	86600	75400	
Supporting Data																				
Total Number	0	0	0	1	1	1	0	0	1	5	12	24	38	34	30	31	27	42	248	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43000	44600	46200	47800	49400	51000	52600	55750	60300	64550	68400	71750	74500	76750	78400	80400	73050	2.8
Upper Quartile	0	0	40750	42250	43750	45300	46800	48300	49750	52700	56850	60650	64000	66800	69150	70900	72150	73600	65600	3.0
Median	0	0	38750	40050	41300	42550	43800	45050	46300	48750	52250	55500	58350	60850	62850	64450	65550	66850	57500	3.0
Lower Quartile	0	0	36850	38050	39200	40350	41450	42600	43700	45800	48750	51400	53700	55600	57150	58350	59200	60300	50250	2.8
Lower Decile	0	0	34750	35800	36850	37900	38900	39900	40850	42700	45250	47500	49450	51050	52300	53200	53900	54600	43000	3.0
Mean	0	0	38950	40250	41550	42850	44150	45450	46700	49200	52750	55950	58750	61150	63100	64600	65650	66850	58000	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44250	51050	0	43750	48850	57950	52450	55550	59800	62350	68450	73050	76000	78100	77550	79550	73050	
Upper Quartile	0	0	43200	43850	0	43000	46200	52500	49050	52350	57150	58700	64800	67050	70150	72250	71900	72550	65600	
Median	0	0	41750	39800	0	41700	43700	48500	43650	48900	52550	54350	59150	60750	63500	64950	66100	65950	57500	
Lower Quartile	0	0	39700	37300	0	39400	41600	44050	41500	46150	49050	51250	54600	55100	56550	56500	61100	60700	50250	
Lower Decile	0	0	38100	36250	0	36950	37200	39800	38800	43750	45800	47200	50150	51250	50450	53150	56750	54100	43000	
Mean	0	0	41500	41350	0	42050	43500	48950	44750	49050	53000	54600	59950	61300	63350	64450	66250	66350	58000	
Supporting Data																				
Total Number	8	5	19	13	10	17	21	21	31	66	86	112	106	92	117	89	77	133	1022	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

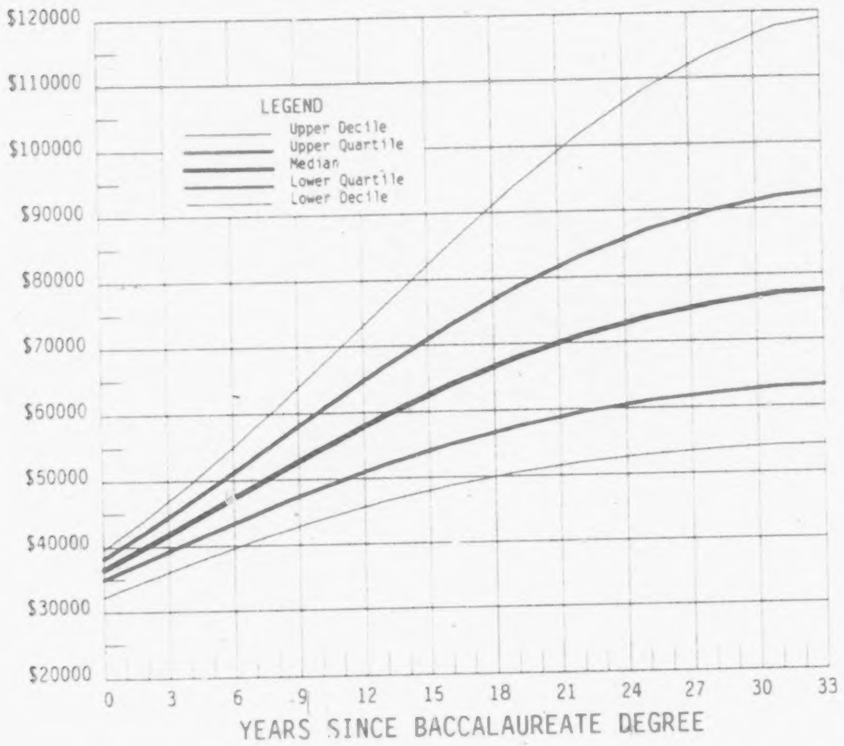
1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	57550	63450	69750	76250	82800	89000	94500	98800	101650	87600	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	53900	59350	65000	70550	75700	80000	83100	84600	80150	76800	1.2
Median	0	0	0	0	0	0	0	0	0	51000	55400	59850	64100	67950	71050	73250	74300	71050	67500	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	47900	51500	55050	58450	61500	64000	65800	66750	64850	59950	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	45050	48250	51350	54200	56800	58850	60350	61100	59400	53200	1.2
Mean	0	0	0	0	0	0	0	0	0	51250	55800	60500	65100	69350	73050	75850	77550	75800	69850	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	65200	62200	70100	78500	80900	91000	92350	92500	104850	87600	
Upper Quartile	0	0	0	0	0	0	0	0	0	58650	58700	66500	69800	73100	82300	82400	83050	80900	76800	
Median	0	0	0	0	0	0	0	0	0	54750	55200	62250	64700	66300	74250	68850	72200	72500	67500	
Lower Quartile	0	0	0	0	0	0	0	0	0	51350	52650	58200	57050	61500	63850	61900	66800	65900	59950	
Lower Decile	0	0	0	0	0	0	0	0	0	49050	50400	54850	52050	55250	58700	57500	62350	60000	53200	
Mean	0	0	0	0	0	0	0	0	0	55650	56100	62650	64900	67700	74500	72400	76550	77050	69850	
Supporting Data																				
Total Number	0	1	0	0	1	2	2	2	5	20	27	26	40	58	56	51	61	89	442	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	55700	61100	66600	72000	76950	81100	84000	85450	81300	78850	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	53550	58200	62850	67350	71350	74600	76800	77800	74100	71150	1.2
Median	0	0	0	0	0	0	0	0	0	50700	54650	58600	62300	65600	68250	70100	71000	68400	64350	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	47850	51250	54650	57750	60500	62700	64150	64850	62500	57550	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	45200	48150	50950	53500	55700	57400	58550	59000	56950	52200	1.2
Mean	0	0	0	0	0	0	0	0	0	50700	54800	58850	62700	66150	68950	70850	71750	68850	65150	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	59300	60950	69550	71000	75950	80100	82100	85450	82050	78850	
Upper Quartile	0	0	0	0	0	0	0	0	0	57350	58200	66250	67600	70050	76250	70350	77450	75500	71150	
Median	0	0	0	0	0	0	0	0	0	53700	55000	62050	63050	64950	69200	63800	70000	70000	64350	
Lower Quartile	0	0	0	0	0	0	0	0	0	51000	52450	58200	56000	60650	61350	60300	65250	63450	57550	
Lower Decile	0	0	0	0	0	0	0	0	0	48650	50300	55100	51800	54700	56500	52750	61650	57700	52200	
Mean	0	0	0	0	0	0	0	0	0	54000	55300	62150	62200	65750	68600	66150	71450	70100	65150	
Supporting Data																				
Total Number	0	1	0	0	1	2	2	2	5	18	26	23	35	49	37	34	47	69	350	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

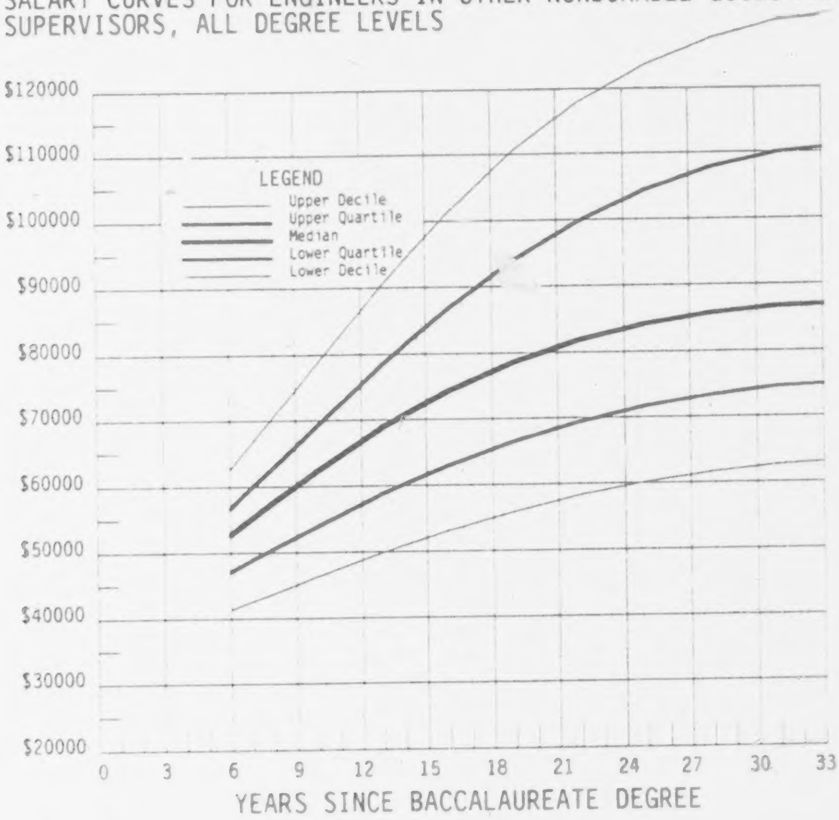
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39550	41900	44350	46850	49500	52200	55000	57900	60800	66850	76050	85200	93900	101700	108400	113750	117700	122250	86150	3.0
Upper Quartile	38150	40200	42350	44500	46700	48950	51200	53500	55750	60300	66900	73050	78550	83200	86950	89850	91900	94200	68150	3.0
Median	36500	38300	40050	41850	43700	45500	47350	49150	50950	54500	59500	64000	67900	71200	73750	75700	77100	78600	54100	3.0
Lower Quartile	34950	36400	37850	39250	40700	42100	43450	44800	46150	48650	52100	55050	57500	59500	61000	62100	62850	63600	43150	3.2
Lower Decile	32250	33550	34800	36050	37250	38450	39600	40750	41800	43850	46500	48750	50550	51950	52950	53650	54100	54550	37700	3.4
Mean	36350	38150	40000	41850	43750	45650	47600	49500	51450	55250	60750	65850	70400	74200	77350	79700	81400	83350	58900	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	40750	44650	47550	46650	51050	56200	58500	59250	66250	78450	89000	92750	100900	109850	102600	105900	137600	86150	
Upper Quartile	39250	39700	41950	43850	45150	47850	51500	54700	55000	61100	66300	76400	78500	80500	89500	85900	86550	98950	68150	
Median	37350	38000	39050	41700	42750	44400	46800	51400	50950	55400	58400	66500	66300	66750	79250	78150	70700	82600	54100	
Lower Quartile	35850	36300	36750	39200	40000	40600	42500	46100	45700	50650	50300	57150	59500	53000	64550	66600	61800	62300	43150	
Lower Decile	33100	32750	34350	36900	35450	38150	39150	42250	41800	44250	44750	50800	53600	47650	56200	54650	54500	52000	37700	
Mean	37500	37600	39550	41900	42250	44500	47800	50700	51100	56000	60000	68100	70450	71000	80750	78600	76350	87000	58900	
Supporting Data																				
Total Number	74	84	76	72	61	54	71	81	82	170	156	144	104	97	76	61	75	84	1623	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	4	3	1	2	11	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

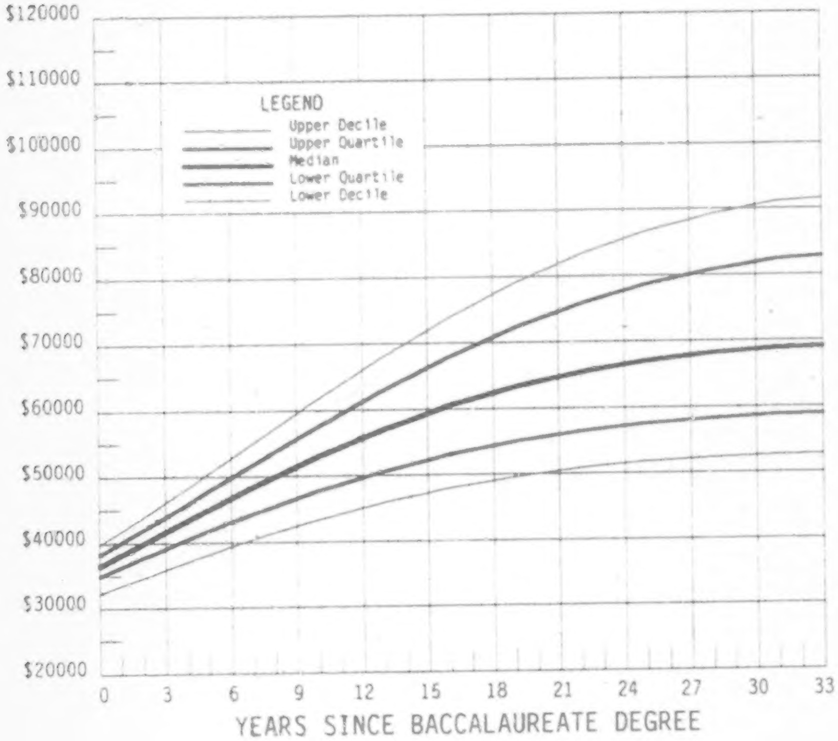
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATIST   OTHER NONDURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	62500	66450	70500	78600	90400	101150	110450	117900	123550	127550	130150	132600	111700	3.4
Upper Quartile	0	0	0	0	0	0	56650	59750	62900	69200	78350	86700	93900	99800	104400	107750	110000	112300	89100	3.2
Median	0	0	0	0	0	0	52650	55150	57650	62400	68850	74250	78650	81800	84150	85750	86700	87550	73650	3.6
Lower Quartile	0	0	0	0	0	0	47050	48850	50600	54000	58800	62950	66500	69400	71650	73300	74500	75850	57750	2.8
Lower Decile	0	0	0	0	0	0	41250	42550	43800	46350	49900	53100	55900	58250	60100	61550	62600	64050	46300	2.2
Mean	0	0	0	0	0	0	52450	55050	57650	62750	69950	76300	81650	85950	89200	91550	93100	94700	76600	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	77000	60300	76650	78300	92400	93750	107550	129750	123450	116800	119500	158300	111700	
Upper Quartile	0	0	0	0	0	0	60550	57400	63600	67550	81450	87150	89450	102900	107100	91900	102700	133250	89100	
Median	0	0	0	0	0	0	56550	54350	57450	62150	66950	75050	78650	81200	90700	81950	78250	93800	73650	
Lower Quartile	0	0	0	0	0	0	53600	51350	48600	57450	51450	66400	65200	66000	81150	72100	69400	78400	57750	
Lower Decile	0	0	0	0	0	0	40250	39450	46500	52550	45300	58400	58400	50350	51900	61400	63000	72400	46300	
Mean	0	0	0	0	0	0	57050	53000	58800	63750	68550	76300	79700	86350	92700	85600	87000	104750	76600	
Supporting Data																				
Total Number	0	4	6	9	4	6	12	15	14	36	47	65	44	34	34	29	28	37	424	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	4	3	1	1	11	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39650	41700	43850	46050	48250	50500	52750	55000	57250	61700	68050	73850	78950	83250	86650	89200	91050	93050	72550	3.0
Upper Quartile	38200	40050	42000	43900	45850	47850	49800	51750	53700	57550	63000	67900	72200	75750	78600	80750	82350	84200	60200	2.8
Median	36400	38150	39900	41650	43350	45050	46750	48400	49950	53000	57050	60500	63250	65400	67000	68150	68850	69550	50500	3.4
Lower Quartile	34900	36300	37700	39100	40450	41800	43050	44300	45500	47750	50650	53100	55000	56500	57550	58300	58800	59250	41000	3.4
Lower Decile	32200	33450	34650	35900	37050	38200	39300	40400	41450	43350	45900	47950	49600	50850	51750	52350	52700	53050	37000	3.6
Mean	36350	38000	39700	41400	43100	44800	46450	48100	49750	52850	57100	60850	64000	66500	68450	69850	70800	71750	52600	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	40800	43350	47100	46600	50050	52250	57050	57200	62750	67350	75100	76200	81250	86250	88300	88400	100300	72550	
Upper Quartile	39250	39750	41000	43450	44950	47300	49400	54050	53550	58900	63150	68850	67850	71750	79600	82500	82800	88000	60200	
Median	37350	38000	38650	41400	42550	44300	45750	50650	50650	54150	56850	59050	63200	61550	72000	75200	66850	68250	50500	
Lower Quartile	35850	36250	36550	39100	39900	40850	42200	45750	44650	49450	49900	54400	55200	52250	61900	62250	57450	57750	41000	
Lower Decile	33100	32500	34150	37150	35250	38500	38750	42750	41400	43350	44500	48800	53400	47200	56700	52950	53100	49950	37000	
Mean	37500	37550	38950	41600	42100	44300	45900	50200	49550	53900	56350	61450	63600	62600	71200	72250	69950	72750	52600	
Supporting Data																				
Total Number	74	80	70	63	57	48	59	66	69	134	109	79	60	63	42	32	47	46	1199	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39200	41550	43950	46400	49000	51700	54400	57250	60100	66050	75100	84050	92600	100300	106950	112400	116500	121600	83900	2.8
Upper Quartile	38000	40050	42150	44300	46500	48750	51000	53250	55500	59950	66400	72300	77550	81900	85350	87950	89750	91550	65300	3.2
Median	36400	38200	40000	41800	43600	45400	47150	48950	50700	54050	58800	62950	66450	69350	71550	73150	74250	75350	52550	3.2
Lower Quartile	34900	36350	37800	39200	40600	42000	43300	44600	45900	48250	51400	54050	56200	57850	59100	59950	60500	61000	42050	3.4
Lower Decile	32400	33650	34850	36050	37250	38350	39500	40550	41550	43500	46050	48150	49800	51100	52050	52700	53100	53500	37300	3.4
Mean	36150	37950	39750	41600	43500	45350	47250	49150	51050	54750	60100	65050	69350	73000	75950	78200	79800	81600	57200	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	40450	40750	43600	459[illegible]	46700	48900	56950	58950	59500	63850	80450	88950	90000	92900	108850	102600	102900	143450	83900	
Upper Quartile	39050	39750	41350	43450	45150	46500	51500	54750	55550	60500	65850	77050	78050	75400	89000	85000	81850	98850	65300	
Median	37250	38050	38700	41450	42700	43900	46950	51050	51050	55050	57050	65550	65750	62800	80100	77950	68900	75950	52550	
Lower Quartile	35700	36400	36500	38950	39900	40150	42350	45650	46200	50350	49650	57050	55550	52050	61250	64300	60500	59800	42050	
Lower Decile	33000	33700	34100	36600	35050	37350	38950	41800	41800	44300	44650	50250	53100	45450	53750	54850	53950	51450	37300	
Mean	37100	37700	38850	41200	42200	43300	47800	50500	51400	55350	59550	67950	69100	67900	79400	78350	73550	86600	57200	
Supporting Data																				
Total Number	72	82	67	64	53	43	64	74	75	147	125	107	76	69	60	48	62	71	1360	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	3	1	1	1	11	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	62800	66800	70900	79050	90900	101650	110750	118050	123500	127350	129850	132150	111400	3.4
Upper Quartile	0	0	0	0	0	0	57000	60100	63250	69400	78050	85700	92100	97150	100900	103550	105250	106850	87650	3.4
Median	0	0	0	0	0	0	52600	55100	57550	62200	68400	73600	77700	80800	83000	84450	85350	86150	71900	3.6
Lower Quartile	0	0	0	0	0	0	46500	48150	49750	52950	57450	61550	65050	67900	70150	71850	73050	74550	55550	2.2
Lower Decile	0	0	0	0	0	0	40200	41150	42150	44000	46800	49450	51950	54250	56300	58050	59550	61900	45400	2.2
Mean	0	0	0	0	0	0	52400	55000	57550	62500	69500	75550	80600	84600	87600	89750	91150	92550	75150	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	77400	60650	76650	77850	93150	94800	106150	139100	119950	115000	116250	159750	111400	
Upper Quartile	0	0	0	0	0	0	61550	57850	63600	66850	82650	86450	89050	94050	104650	88750	88450	136900	87650	
Median	0	0	0	0	0	0	57550	54250	57450	62150	66400	74200	79100	74750	89250	80950	75500	95950	71900	
Lower Quartile	0	0	0	0	0	0	53500	51000	48600	57250	50800	65700	65450	52250	81300	72000	68650	79250	55550	
Lower Decile	0	0	0	0	0	0	39950	39150	46500	52100	44750	52200	46750	46150	50950	55800	61800	72150	45400	
Mean	0	0	0	0	0	0	57450	52850	58800	63300	68500	75500	79150	81750	89950	83400	82300	106600	75150	
Supporting Data																				
Total Number	0	4	5	7	4	4	10	14	14	33	37	50	30	22	29	22	24	34	342	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1	1	11	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

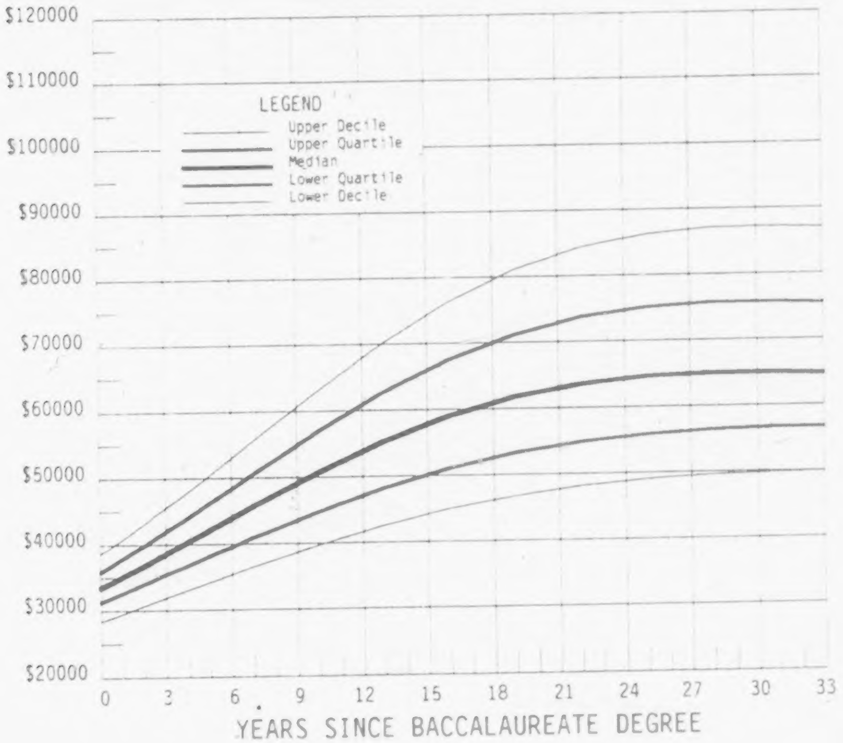
1992 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39300	41450	43600	45800	48000	50250	52500	54750	56950	61300	67500	73050	77850	81800	84850	87100	88650	90200	68900	3.2
Upper Quartile	38000	39950	41900	43850	45800	47750	49700	51650	53550	57200	62250	66650	70350	73300	75550	77100	78150	79100	58300	3.4
Median	36300	38050	39800	41550	43300	44950	46600	48200	49750	52650	56450	59600	62100	64000	65350	66250	66800	67300	48750	3.6
Lower Quartile	34850	36250	37650	39050	40400	41700	42950	44150	45350	47500	50350	52650	54450	55800	56750	57400	57800	58150	40300	3.6
Lower Decile	32350	33600	34800	35950	37100	38150	39200	40200	41150	42900	45150	46900	48300	49300	50000	50500	50800	51050	36750	3.6
Mean	36200	37850	39550	41250	42950	44600	46250	47850	49400	52400	56550	60050	62950	65250	67000	68200	69000	69750	51150	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	40450	40800	42850	45600	46700	48750	52400	57700	57600	61700	67250	75650	74350	78050	84150	89400	87850	94050	68900	
Upper Quartile	39050	39800	40700	43200	44900	46350	49650	54000	54000	58000	62250	67350	67350	70450	79000	83350	78750	75750	58300	
Median	37250	38100	38350	41200	42500	44000	45800	50200	50700	53750	55850	59050	62250	60150	70000	76300	64150	64400	48750	
Lower Quartile	35700	36350	36350	38950	39750	40600	42150	45400	45200	49000	49300	54950	54750	51950	59350	62100	55850	56750	40300	
Lower Decile	33000	33450	33900	36950	34850	38250	38500	42400	41200	43400	44600	45950	53150	43850	55750	54150	49350	49400	36750	
Mean	37100	37700	38400	41150	42000	43500	45950	50000	49750	53050	55850	61400	62600	61350	69650	73850	68200	67900	51150	
Supporting Data																				
Total Number	72	78	63	57	49	39	54	60	61	114	88	57	46	47	31	25	39	36	1018	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70650	80500	89650	97550	103700	108050	110800	112200	112900	90700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61900	68900	75350	81000	85600	89100	91600	93300	95100	77300	2.2
Median	0	0	0	0	0	0	0	0	0	56250	61700	66650	70950	74450	77200	79200	80550	82200	63050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51000	55300	59200	62700	65600	67950	69800	71200	73050	51300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	43800	47000	49650	51550	52850	53600	54000	54200	54300	42400	5.2
Mean	0	0	0	0	0	0	0	0	0	57200	63150	68550	73250	77100	80000	82100	83500	85100	65850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	76600	76450	87950	95000	111550	98500	115000	0	114250	90700	
Upper Quartile	0	0	0	0	0	0	0	0	0	63550	67700	75700	79250	88350	87800	86650	0	98750	77300	
Median	0	0	0	0	0	0	0	0	0	58150	62250	67450	66900	74450	75100	78000	0	88900	63050	
Lower Quartile	0	0	0	0	0	0	0	0	0	52750	56300	56900	62350	65600	66150	68300	0	77850	51300	
Lower Decile	0	0	0	0	0	0	0	0	0	43550	45000	50900	60400	52400	62850	39250	0	61600	42400	
Mean	0	0	0	0	0	0	0	0	0	59050	62100	68050	71950	79950	78450	78250	0	88000	65850	
Supporting Data																				
Total Number	1	2	7	5	8	9	6	7	8	21	29	26	23	25	12	10	8	10	216	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

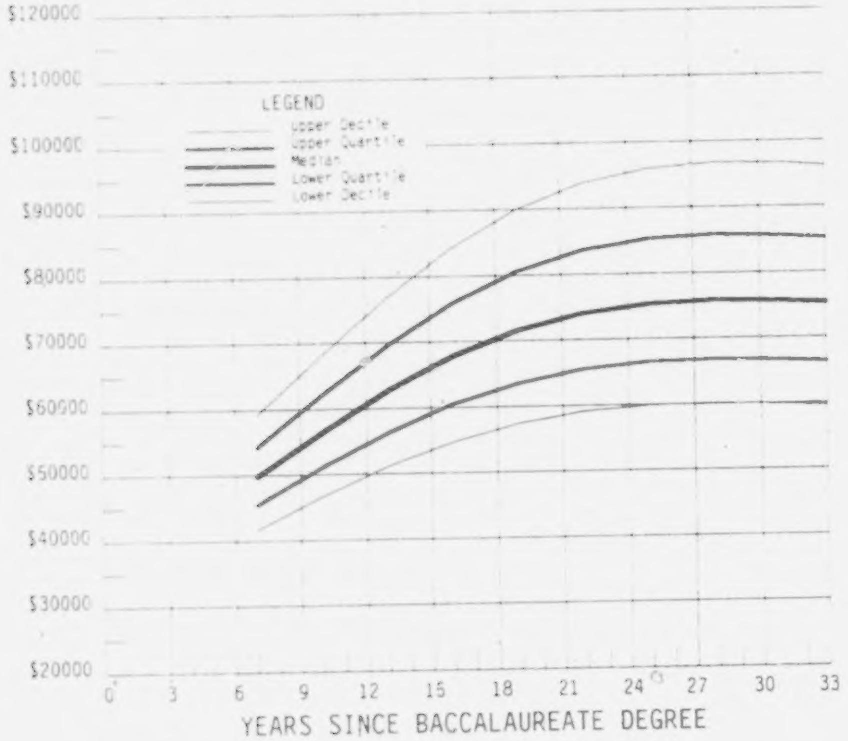
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40700	43050	45450	47900	50400	52900	55500	58050	63100	70200	76300	81050	84300	86200	87050	87150	86350	76500	2.2
Upper Quartile	35800	37800	39800	41900	44000	46200	48350	50500	52650	56900	62700	67550	71200	73700	75100	75650	75700	74950	65250	2.2
Median	33350	35050	36750	38500	40300	42100	43850	45650	47400	50750	55250	58950	61700	63550	64550	64950	64950	64350	54600	2.2
Lower Quartile	31250	32600	34000	35400	36800	38150	39550	40900	42200	44750	48200	51050	53250	54800	55800	56400	56650	56700	44200	2.2
Lower Decile	28350	29500	30700	31850	33050	34200	35350	36500	37600	39700	42550	44900	46750	48100	49000	49550	49850	50000	37200	2.2
Mean	33600	35300	37050	38800	40600	42400	44200	46000	47750	51200	55950	59950	63050	65200	66550	67250	67500	67300	56150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37850	40250	42700	45300	48400	51800	53700	56000	58550	63650	70700	74850	79100	83450	85650	86450	86700	88600	76500	
Upper Quartile	35350	37500	39750	41900	44100	46750	48350	51100	52800	57750	62450	66550	69500	74450	74700	76800	74500	75850	65250	
Median	33700	35450	36750	38000	39750	41750	44000	45600	46750	51350	54950	58600	61200	65100	64450	65700	65300	63600	54600	
Lower Quartile	32100	32800	33800	34150	36300	37900	40900	41800	41300	44800	46900	51750	53050	56650	55550	57500	57300	55500	44200	
Lower Decile	30000	28800	31050	29300	32850	34650	37000	37600	36400	39500	41850	45550	46350	49650	47850	51450	50750	48850	37200	
Mean	34000	35300	36950	38050	40400	42450	44750	46550	47200	51600	55550	59850	62250	66400	65900	68300	67400	67100	56150	
Supporting Data																				
Total Number	742	1437	1316	1571	1654	2071	2010	1951	1905	6404	5442	4826	5070	4112	3387	2868	2670	5188	54622	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	5	9	8	13	14	63	116	
Less Than $22000	0	2	2	0	0	0	0	0	3	0	0	0	0	0	0	0	0	2	9	

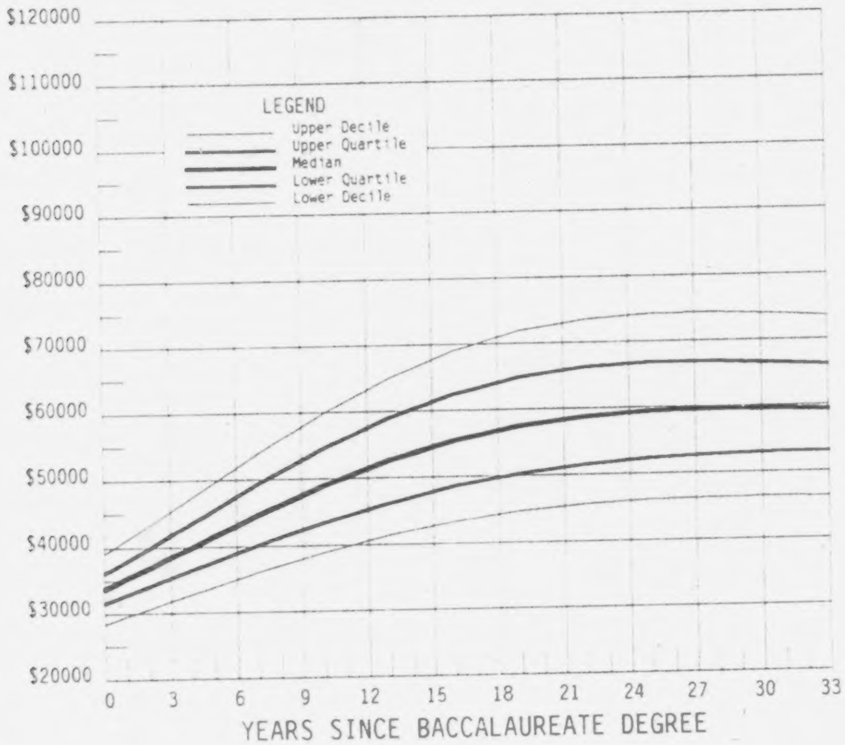
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	59000	62050	68100	76750	84200	90000	93900	96000	96750	96650	95100	89600	2.2
Upper Quartile	0	0	0	0	0	0	0	54150	56850	62100	69500	75800	80600	83700	85300	85800	85600	84150	79250	2.2
Median	0	0	0	0	0	0	0	49700	51950	56400	62600	67750	71600	74050	75350	75750	75600	74400	69650	2.2
Lower Quartile	0	0	0	0	0	0	0	45400	47350	51150	56250	60500	63550	65550	66500	66800	66600	65600	60550	2.2
Lower Decile	0	0	0	0	0	0	0	41650	43350	46650	51150	54750	57400	59050	59850	60050	59850	59000	53500	2.2
Mean	0	0	0	0	0	0	0	50200	52500	57100	63500	68950	73100	75850	77450	78050	78000	77050	71150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	64950	66900	71650	77800	84550	86350	89850	93400	96150	98500	99250	89600	
Upper Quartile	0	0	0	0	0	0	0	56650	58800	64900	71850	75100	77150	81700	84900	84150	85600	87500	79250	
Median	0	0	0	0	0	0	0	49800	51900	58850	63200	67400	68950	74100	75600	76000	74350	75800	69650	
Lower Quartile	0	0	0	0	0	0	0	45950	42000	53250	55900	60100	61750	67250	67500	67050	66850	65050	60550	
Lower Decile	0	0	0	0	0	0	0	44150	32950	48800	50950	55050	56650	60250	60450	59150	58700	59250	53500	
Mean	0	0	0	0	0	0	0	52250	50700	59600	64050	68900	70650	75450	77000	77400	77700	78850	71150	
Supporting Data																				
Total Number	3	9	16	37	53	116	134	217	204	1181	1454	1614	2110	1875	1277	1253	962	1945	14462	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	5	9	8	13	13	62	113	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41100	43150	45300	47400	49550	51700	53800	55850	59800	64950	69050	71850	73500	74200	74250	73900	72600	66350	2.2
Upper Quartile	36100	37950	39800	41700	43600	45500	47400	49250	51050	54500	59000	62450	64850	66250	66800	66800	66450	65300	58900	2.2
Median	33750	35300	36850	38450	40000	41600	43100	44650	46100	48900	52550	55400	57450	58750	59400	59600	59500	58950	49950	2.2
Lower Quartile	31600	32850	34100	35350	36550	37750	38950	40100	41250	43400	46200	48550	50300	51550	52350	52800	53050	53050	41450	2.2
Lower Decile	28400	29550	30650	31750	32850	33950	35000	36050	37050	38900	41350	43250	44650	45550	46100	46300	46350	46150	35700	2.2
Mean	33900	35450	37050	38600	40200	41750	43300	44850	46300	49150	52850	55800	57900	59300	60000	60250	60250	59700	50750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37700	40150	42450	45050	48150	50950	52950	55200	57300	61250	64700	66950	68350	70300	72150	74750	75200	75850	66350	
Upper Quartile	35350	37450	39650	41700	43800	45700	47600	50400	51850	55500	58700	61200	62750	64950	66350	66650	67900	66500	58900	
Median	33700	35450	36700	37900	39600	41450	43650	45000	46350	49700	52200	55050	55650	59100	59200	60350	60850	58800	49950	
Lower Quartile	32100	32800	33750	34050	36200	37700	40650	41500	41300	43500	45450	48800	49050	51800	51950	54150	54600	52550	41450	
Lower Decile	30000	28750	31000	29250	32750	34500	36900	37150	36950	38900	40150	43900	44250	45950	45200	48900	47250	45350	35700	
Mean	33900	35150	36750	37850	40100	41900	44300	45800	46750	49750	52450	55300	56200	58800	59200	61250	61600	60100	50750	
Supporting Data																				
Total Number	739	1428	1300	1534	1601	1954	1876	1734	1701	5223	3987	3212	2960	2236	2110	1614	1707	3243	40160	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	
Less Than $22000	0	2	2	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	8	

1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	40100	42300	44600	46900	49300	51750	54150	56600	61400	68150	73950	78500	81700	83650	84600	84900	84350	73650	2.2
Upper Quartile	35400	37250	39150	41100	43100	45100	47100	49100	51100	55000	60400	64950	68550	71050	72650	73450	73750	73450	62700	2.2
Median	33200	34800	36400	38100	39750	41400	43100	44750	46350	49500	53700	57200	59800	61600	62700	63200	63350	63000	52050	2.2
Lower Quartile	31000	32300	33600	34900	36250	37550	38850	40100	41350	43750	46950	49600	51700	53200	54200	54800	55050	55200	42250	2.2
Lower Decile	28050	29150	30250	31350	32500	33600	34650	35750	36750	38750	41400	43650	45400	46700	47600	48150	48450	48650	35950	2.2
Mean	33350	34950	36600	38250	39950	41650	43350	45000	46700	49900	54300	58050	61000	63150	64500	65300	65700	65700	53750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	39700	42150	43750	47650	51300	50700	54250	55850	62500	69700	72300	75600	81550	83700	84050	82550	87100	73650	
Upper Quartile	35350	37350	39100	41100	42900	45300	46750	49400	49800	55900	60150	64850	67100	73000	71850	74850	71550	74050	62700	
Median	33700	35350	36250	37250	39100	41300	43400	44550	45100	50400	53200	56850	59150	64300	62350	63700	63250	62300	52050	
Lower Quartile	32100	32650	33150	33000	35650	37650	40250	41350	40050	44250	45750	50000	50900	55600	53650	56350	55800	54000	42250	
Lower Decile	30050	28450	30500	28900	32200	34250	36350	36700	34750	39200	40400	44450	44950	47900	46700	50550	48300	47850	35950	
Mean	33900	35050	36400	37300	39650	41850	43700	45450	45650	50650	53950	57950	59900	64950	63950	66300	64600	65800	53750	
Supporting Data																				
Total Number	714	1321	1061	1268	1316	1576	1459	1400	1350	4574	3899	3324	3417	2652	2072	1697	1727	3399	38226	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	3	7	4	43	61	
Less Than $22000	0	2	2	0	0	0	0	0	3	0	0	0	0	0	0	0	0	2	9	

1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53650	56500	59300	62150	67800	75650	82400	87550	90950	92800	93500	93400	92050	87100	2.2
Upper Quartile	0	0	0	0	0	49400	51950	54450	57000	62000	68900	74800	79250	82200	83800	84350	84250	83100	77450	2.2
Median	0	0	0	0	0	45900	48100	50250	52400	56600	62350	67150	70750	73150	74400	74900	74850	73950	68300	2.2
Lower Quartile	0	0	0	0	0	41850	43750	45600	47450	51050	56000	60050	63050	65050	66150	66600	66550	65850	59200	2.2
Lower Decile	0	0	0	0	0	38400	40100	41800	43450	46650	50850	54200	56500	57850	58400	58400	58050	57000	52250	2.2
Mean	0	0	0	0	0	46100	48300	50500	52700	57000	63000	68050	71900	74500	76050	76700	76750	76050	69450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	56500	58400	67050	66950	70500	77800	82400	84050	84700	92900	88850	93050	99750	87100	
Upper Quartile	0	0	0	0	0	55000	53250	58100	57650	63950	71750	73750	74950	79850	84050	82400	83850	87400	77450	
Median	0	0	0	0	0	53300	48800	52800	51050	58300	63100	67200	67500	72650	74300	74300	73200	76650	68300	
Lower Quartile	0	0	0	0	0	45800	47200	48050	37550	53000	56550	60850	60900	66250	65950	64350	66400	67200	59200	
Lower Decile	0	0	0	0	0	41100	41400	42650	32850	49000	51250	54650	55600	58850	58300	55600	58550	57800	52250	
Mean	0	0	0	0	0	51250	49750	53700	49700	59000	64100	67950	69000	73600	75500	74750	75850	79350	69450	
Supporting Data																				
Total Number	3	8	14	33	48	107	115	153	176	920	1021	1003	1343	1240	750	787	557	1205	9483	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	3	7	4	43	60	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	

1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38450	40350	42250	44150	46100	48050	49950	51800	53650	57150	61750	65400	68000	69600	70350	70550	70400	69550	63600	2.2
Upper Quartile	35600	37300	39050	40800	42600	44350	46050	47800	49450	52600	56750	60000	62350	63750	64450	64600	64450	63650	56250	2.2
Median	33650	35100	36550	37950	39400	40800	42200	43550	44900	47400	50700	53350	55350	56700	57500	57850	58000	57800	47450	2.2
Lower Quartile	31250	32450	33650	34800	35950	37100	38200	39300	40400	42400	45050	47250	48950	50150	50950	51400	51650	51800	39900	2.2
Lower Decile	28050	29150	30200	31300	32350	33400	34400	35350	36300	38100	40400	42200	43500	44400	44900	45100	45150	45000	34700	2.2
Mean	33600	35050	36500	37950	39450	40900	42300	43700	45050	47650	51050	53750	55800	57100	57900	58250	58350	58050	48600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	39600	41750	43650	47300	49950	49750	52450	54200	58700	60750	63950	65850	67600	69500	70000	71700	71600	63600	
Upper Quartile	35300	37300	39000	40850	42550	43900	46100	48250	49100	53950	56350	59250	60750	63900	64100	64250	65900	63950	56250	
Median	33700	35350	36200	37150	38950	41000	43050	43850	44600	48450	49800	53500	53200	57800	57150	58900	59200	57600	47450	
Lower Quartile	32100	32600	33100	32850	35500	37400	40000	41100	40100	42700	44450	47450	47250	50400	50300	53550	52950	51450	39900	
Lower Decile	30050	28450	30450	28850	32100	34000	36200	36300	36000	38650	38900	42700	42850	44850	44950	47050	45500	44450	34700	
Mean	33850	34950	36150	37050	39250	41150	43200	44400	45050	48500	50350	53650	54000	57350	57400	59000	59250	58350	48600	
Supporting Data																				
Total Number	711	1314	1046	1235	1268	1469	1344	1247	1174	3654	2878	2320	2074	1412	1322	910	1170	2195	28743	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	2	2	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	7	

1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43700	46250	48900	51600	54400	57150	59950	65400	72950	79200	83800	86550	87800	87950	87400	85450	79150	2.2
Upper Quartile	0	0	41400	43650	46000	48350	50700	53100	55400	59900	66000	70800	74100	75950	76650	76450	75850	74050	67800	2.2
Median	0	0	38250	40200	42150	44100	46100	48000	49900	53500	58250	61900	64400	65750	66200	66100	65600	64200	58300	2.2
Lower Quartile	0	0	35400	37000	38650	40250	41850	43400	44950	47850	51600	54550	56550	57750	58250	58300	58050	57200	49200	2.2
Lower Decile	0	0	32850	34200	35500	36850	38150	39400	40600	42950	45950	48350	50050	51100	51700	51900	51850	51400	41150	2.2
Mean	0	0	38450	40400	42400	44400	46400	48400	50350	54100	59100	63100	66000	67700	68500	68650	68350	67250	59800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43550	47350	49750	52250	55800	58150	59250	65250	71650	79000	82950	87950	86050	88800	90050	85100	79150	
Upper Quartile	0	0	41300	44850	47000	49100	52200	54000	55400	59950	65200	68850	73700	76800	76750	76000	76750	74400	67800	
Median	0	0	39150	40900	43200	43350	46450	47900	50450	53000	58950	60900	64300	65850	66100	66400	67450	63650	58300	
Lower Quartile	0	0	36300	37600	39400	38900	42000	43800	44950	46550	52700	55100	57500	57450	57600	57800	58700	57050	49200	
Lower Decile	0	0	34550	35000	36750	35200	38750	39850	40400	40500	47000	50100	51600	51250	50050	51500	54100	50500	41150	
Mean	0	0	39200	41350	43400	43900	47100	48650	50250	53150	59200	63250	66450	68350	66900	69000	69900	66850	59800	
Supporting Data																				
Total Number	25	112	255	303	336	472	518	504	502	1617	1279	1247	1370	1166	1021	868	686	1406	13686	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	4	2	4	3	14	33	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69500	79300	87700	93900	97650	99200	99200	98250	95200	92850	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62950	71050	77650	82300	84800	85600	85150	84100	81150	80100	2.2
Median	0	0	0	0	0	0	0	0	0	57500	64150	69350	72750	74500	74800	74200	73150	70550	70700	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52200	57400	61450	64200	65700	66150	65900	65250	63550	61700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48200	52850	56500	59050	60500	61100	61000	60600	59300	56350	2.2
Mean	0	0	0	0	0	0	0	0	0	58200	65100	70700	74700	77050	77950	77850	77200	75100	72800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	58300	0	73100	77700	92850	90200	95800	92650	104150	101900	95950	92850	
Upper Quartile	0	0	0	0	0	0	0	46900	0	68500	72450	76950	79550	85350	84500	88000	84800	81150	80100	
Median	0	0	0	0	0	0	0	45950	0	60100	64600	67150	71450	76700	76600	76250	73900	69050	70700	
Lower Quartile	0	0	0	0	0	0	0	44950	0	56050	56550	58850	62900	68400	67750	69200	64450	62350	61700	
Lower Decile	0	0	0	0	0	0	0	44400	0	48500	53800	55500	58050	62000	61300	62300	58050	59850	56350	
Mean	0	0	0	0	0	0	0	48100	0	61450	65250	69950	72850	78350	77200	80550	77300	74800	72800	
Supporting Data																				
Total Number	0	0	2	4	5	7	18	61	25	246	365	564	689	530	399	316	308	610	4149	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	4	2	3	3	14	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44600	46850	49100	51350	53600	55800	57950	62050	67450	71600	74400	75950	76500	76350	75800	74200	68400	2.2
Upper Quartile	0	0	42050	44150	46200	48300	50350	52350	54300	57950	62550	65950	68000	68900	68950	68450	67650	65800	61600	2.2
Median	0	0	38700	40500	42250	44050	45800	47500	49150	52200	56050	58850	60550	61300	61350	60950	60350	58850	53750	2.2
Lower Quartile	0	0	35700	37100	38500	39900	41250	42550	43850	46200	49200	51500	53050	54000	54400	54400	54250	53600	45450	2.2
Lower Decile	0	0	33100	34300	35500	36650	37800	38900	39900	41800	44200	45950	47100	47700	47900	47800	47600	46950	39350	2.2
Mean	0	0	38950	40700	42450	44150	45850	47550	49150	52150	55950	58800	60700	61650	61950	61750	61350	60150	54150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43500	47100	49700	52200	55500	58150	58850	63250	67150	67950	71350	72200	76150	76450	78600	76850	68400	
Upper Quartile	0	0	41200	44750	47000	48950	51900	54350	55150	58650	62850	63100	65450	65550	68350	68050	70650	68000	61600	
Median	0	0	39100	40800	43050	43250	46150	48850	50200	51900	57150	57700	59300	59300	60800	61500	62350	59400	53750	
Lower Quartile	0	0	36300	37550	39350	38850	41900	43100	44600	44800	50750	51900	53500	52650	53950	53750	56400	53550	45450	
Lower Decile	0	0	34500	34950	36700	35200	38700	39350	40200	39650	45350	47350	48550	49100	43850	50400	51400	45300	39350	
Mean	0	0	39100	41150	43300	43800	46700	48750	49900	51650	56800	57750	60000	60050	60300	62400	63900	60750	54150	
Supporting Data																				
Total Number	26	112	253	299	331	465	500	443	477	1370	914	682	681	636	622	552	378	797	9537	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	55550	58350	61200	66900	75100	82350	88200	92400	95050	96450	96950	96500	91150	2.2
Upper Quartile	0	0	0	0	0	0	51900	54300	56700	61500	68250	74150	78900	82400	84700	86000	86550	86550	78850	2.2
Median	0	0	0	0	0	0	48800	50950	53050	57200	62850	67600	71150	73550	74900	75450	75500	74750	68450	2.2
Lower Quartile	0	0	0	0	0	0	44950	46750	48500	51950	56600	60400	63200	65050	66100	66550	66550	66000	61150	2.2
Lower Decile	0	0	0	0	0	0	40450	42000	43550	46500	50550	53950	56500	58300	59400	59950	60150	59950	54050	2.2
Mean	0	0	0	0	0	0	48500	50700	52850	57050	63000	68050	72100	74950	76800	77750	78100	77900	71250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62700	65000	66200	69800	73850	80600	85650	88250	93000	97650	100650	98150	91150	
Upper Quartile	0	0	0	0	0	0	58750	61900	62850	64850	67550	72850	75550	78900	83000	84450	87300	91150	78850	
Median	0	0	0	0	0	0	54050	57250	58600	60300	62550	66100	68150	69800	73800	76700	75600	77400	68450	
Lower Quartile	0	0	0	0	0	0	49450	51600	53400	55000	53200	61150	62000	62850	66050	66050	67050	67600	61150	
Lower Decile	0	0	0	0	0	0	46400	46450	41000	49950	45500	56000	56550	57200	60550	59950	61300	59500	54050	
Mean	0	0	0	0	0	0	54050	56350	56800	60000	61350	67500	69950	71750	76150	77650	79500	79950	71250	
Supporting Data																				
Total Number	2	3	1	0	2	23	33	47	53	213	264	256	283	293	294	303	257	382	2710	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	3	7	6	23	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

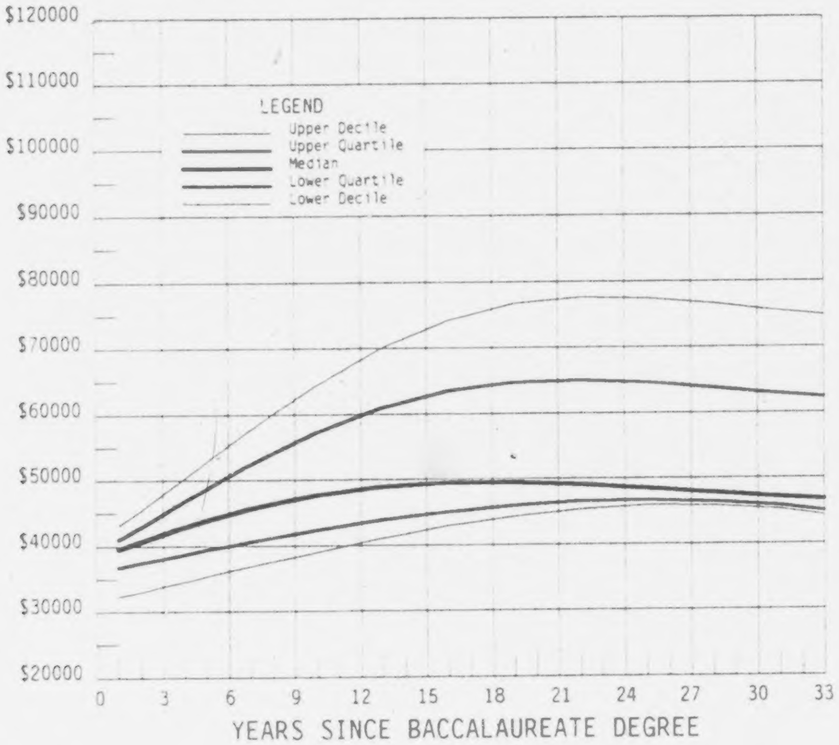
1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69250	78550	86900	93900	99450	103550	106350	108150	109700	101050	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	64250	72050	78600	83800	87650	90350	92200	93350	94350	90800	3.4
Median	0	0	0	0	0	0	0	0	0	51700	58000	64200	70150	75550	80250	84150	87200	91750	80400	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	49250	55100	60800	66050	70650	74500	77550	79850	82950	73250	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	46700	52050	57200	61800	65800	69050	71650	73550	76100	63000	2.4
Mean	0	0	0	0	0	0	0	0	0	56500	63600	70200	76050	80900	84750	87650	89750	92250	82600	2.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	76800	78950	86950	93950	96100	100000	101750	118650	113850	101050	
Upper Quartile	0	0	0	0	0	0	0	0	0	72900	68300	81000	86450	87700	89450	89400	96850	94900	90800	
Median	0	0	0	0	0	0	0	0	0	67250	46550	75550	77350	80700	82100	79700	85100	91750	80400	
Lower Quartile	0	0	0	0	0	0	0	0	0	57850	45250	70550	72450	74800	74900	76800	75550	82650	73250	
Lower Decile	0	0	0	0	0	0	0	0	0	55000	44500	62000	66400	68150	70850	72850	68200	75300	63000	
Mean	0	0	0	0	0	0	0	0	0	65900	56850	76450	80400	82550	85250	84600	89400	93000	82600	
Supporting Data																				
Total Number	0	2	0	0	0	3	0	2	3	14	68	47	78	106	128	151	97	131	830	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	3	6	6	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53900	56300	58700	61050	65650	71950	77300	81400	84250	85950	86800	87100	86650	79900	2.2
Upper Quartile	0	0	0	0	0	50850	53100	55300	57500	61650	67150	71450	74500	76250	77000	77000	76600	75200	71450	2.2
Median	0	0	0	0	0	47800	49900	51950	53950	57700	62600	66250	68600	69750	70000	69650	69000	67300	64950	2.2
Lower Quartile	0	0	0	0	0	44300	46250	48100	49900	53350	57700	60900	62900	63800	63850	63400	62700	61000	59350	2.2
Lower Decile	0	0	0	0	0	40000	41600	43200	44750	47700	51500	54450	56400	57500	57900	57800	57450	56400	52850	2.2
Mean	0	0	0	0	0	47500	49550	51600	53550	57350	62350	66300	69050	70700	71400	71450	71150	69950	66250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	63300	62700	64750	66150	68900	71750	76250	77450	75900	81700	89100	91700	90750	79900	
Upper Quartile	0	0	0	0	0	60150	58800	61500	62750	64250	67450	69650	70900	70600	74500	76250	79000	79300	71450	
Median	0	0	0	0	0	52300	54100	56750	58300	60200	63650	64850	65450	65200	68150	67050	70600	71350	64950	
Lower Quartile	0	0	0	0	0	46850	49600	51450	53300	54650	58400	60500	60300	60800	62200	61700	64450	63400	59350	
Lower Decile	0	0	0	0	0	41550	46800	46050	40950	49650	51600	55100	54350	54200	57600	56900	60000	57350	52850	
Mean	0	0	0	0	0	52950	54150	55950	56650	59600	62900	65500	65950	65700	69200	70800	73500	73150	66250	
Supporting Data																				
Total Number	2	2	1	0	2	20	33	45	50	199	196	209	204	188	167	152	159	252	1880	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

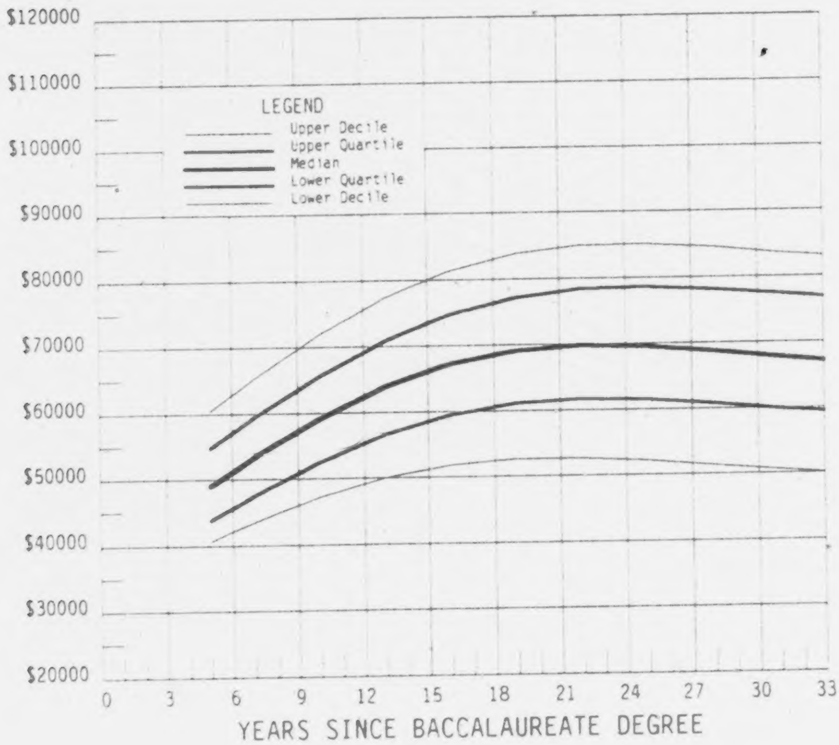
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43050	45400	47850	50300	52800	55250	57650	60050	64450	70100	74200	76650	77600	77400	76600	75450	72900	70450	2.2
Upper Quartile	0	40950	42900	44850	46800	48700	50600	52400	54100	57250	61000	63500	64750	65050	64650	63800	62850	60850	58500	2.2
Median	0	39500	40700	41850	42900	43900	44800	45650	46400	47650	48900	49450	49500	49100	48450	47750	47050	45750	46400	2.2
Lower Quartile	0	36800	37450	38100	38750	39400	40000	40600	41200	42350	43850	45050	45950	46500	46650	46400	45750	42400	44200	1.2
Lower Decile	0	32300	33050	33800	34550	35300	36100	36850	37600	39000	41050	42850	44250	45300	45800	45750	45200	41500	38550	1.2
Mean	0	38150	39700	41200	42700	44150	45550	46850	48100	50350	53000	54750	55650	55900	55650	55150	54500	53200	51250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46500	45800	46050	46450	52000	55750	55650	65150	64950	71700	74100	76600	76700	72750	78450	77300	77100	70450	
Upper Quartile	0	44950	42100	44300	45350	46400	48100	51600	55450	58100	63600	64300	64100	63550	59350	69750	62600	65950	58500	
Median	0	40300	39200	40300	42750	42900	45050	45850	46650	48050	52400	49950	46500	46600	46400	54500	48450	49400	46400	
Lower Quartile	0	36600	36850	35550	37400	37450	39900	41350	41900	44450	45250	45300	44950	45050	45050	45500	45450	45400	44200	
Lower Decile	0	32850	34350	30650	33950	34300	35400	37400	38150	40000	41700	44100	43900	44100	44250	44200	44500	44200	38550	
Mean	0	40200	39950	39400	41350	42900	45050	46550	49650	51000	54750	54950	54350	54750	52500	58550	56450	56150	51250	
Supporting Data																				
Total Number	28	64	64	86	99	116	118	144	119	435	403	339	338	313	220	90	89	86	3152	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

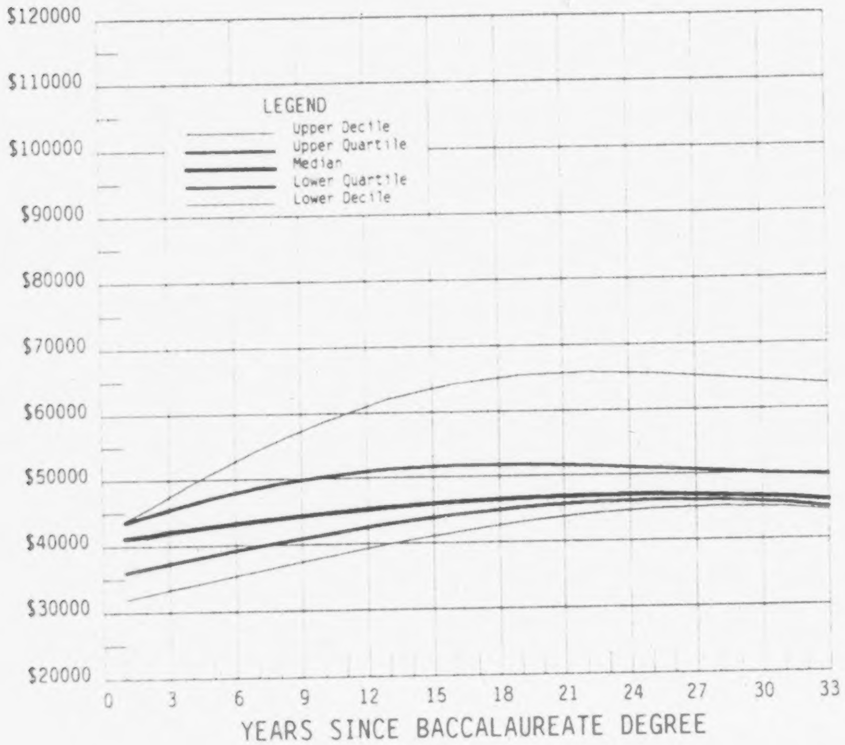
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	60350	62800	65200	67500	71850	77300	81300	83750	84900	85000	84450	83550	81500	79950	2.2
Upper Quartile	0	0	0	0	0	54750	57050	59300	61500	65600	70800	74700	77150	78350	78550	78100	77350	75450	72900	2.2
Median	0	0	0	0	0	48950	51100	53250	55300	59100	63850	67250	69150	69850	69600	68800	67750	65500	63450	2.2
Lower Quartile	0	0	0	0	0	43750	45600	47450	49200	52500	56550	59450	61100	61650	61450	60800	59900	58000	54950	2.2
Lower Decile	0	0	0	0	0	40600	42050	43450	44800	47200	50000	51800	52550	52600	52100	51350	50500	48800	47650	2.2
Mean	0	0	0	0	0	50000	52000	53950	55850	59350	63800	67050	69100	70100	70250	69900	69250	67650	64150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55900	65200	62100	76200	71150	78100	79700	84050	84900	82850	84550	88100	79300	79950	
Upper Quartile	0	0	0	0	0	53950	59500	58000	64450	64600	71000	74250	78250	79400	77050	76850	77200	76250	72900	
Median	0	0	0	0	0	48400	54900	53050	55350	58300	63800	66700	70250	71450	69650	69600	63500	67200	63450	
Lower Quartile	0	0	0	0	0	44800	46850	48500	46800	52150	56500	60000	61150	62450	61300	61600	57000	59400	54950	
Lower Decile	0	0	0	0	0	42500	44400	44750	41800	45850	51050	52600	53650	52900	52100	46650	48150	56050	47650	
Mean	0	0	0	0	0	49300	54800	53450	56900	58500	64000	67150	69450	71100	68850	70300	68400	67800	64150	
Supporting Data																				
Total Number	5	1	0	1	5	13	17	33	32	131	130	102	92	74	42	35	32	19	763	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43750	45600	47450	49250	51050	52750	54350	55900	58750	62050	64300	65500	65850	65600	64950	64200	62550	60900	2.2
Upper Quartile	0	43500	44550	45500	46400	47250	48000	48700	49300	50300	51300	51800	51800	51500	51000	50450	49900	48850	48600	2.2
Median	0	41200	41600	42050	42450	42850	43250	43600	43950	44650	45500	46150	46650	46900	46950	46750	46350	44350	45450	1.2
Lower Quartile	0	36000	36650	37300	37900	38550	39150	39750	40350	41450	42950	44250	45200	45850	46100	46000	45500	42500	42900	1.2
Lower Decile	0	31900	32600	33300	33950	34650	35350	36000	36700	38000	39850	41550	42950	44050	44750	45000	44850	42350	37200	1.2
Mean	0	38700	39850	40900	41950	42950	43900	44750	45550	47000	48650	49700	50250	50400	50300	50000	49650	48900	47150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46500	45800	46000	46400	49550	50150	52550	61500	61300	65650	63600	63200	63950	61300	69100	62950	72950	60900	
Upper Quartile	0	45000	42100	44250	45300	45750	46700	49150	51300	51900	56650	53200	46900	49000	46950	55050	52200	60200	48600	
Median	0	40200	39200	40100	42650	42000	44550	44650	45500	45900	46550	46100	45750	45850	45900	46300	46100	46600	45450	
Lower Quartile	0	36550	36850	35400	37150	36900	38600	40050	40550	43250	44250	44750	44550	44700	44800	44800	44950	44950	42900	
Lower Decile	0	32800	34350	30600	33800	34050	34800	36250	37050	38600	39950	43100	42300	43700	44150	42500	44250	44000	37200	
Mean	0	40150	39950	39250	41200	42050	43500	44500	47000	47750	50400	49750	48750	49650	48700	50900	49850	52900	47150	
Supporting Data																				
Total Number	23	64	64	85	94	103	102	111	87	304	273	238	246	239	178	55	57	68	2389	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	45750	47350	48950	50600	52350	54050	55800	57600	61200	66500	71400	75500	78450	79850	79550	77650	66550	68950	1.2
Upper Quartile	0	43850	45000	46100	47250	48400	49550	50700	51850	54100	57300	60100	62350	63950	64750	64700	63800	57850	56600	1.2
Median	0	41700	42200	42700	43150	43600	44100	44500	44950	45750	46800	47650	48300	48700	48850	48750	48350	46250	46150	1.2
Lower Quartile	0	36450	37100	37800	38400	39050	39700	40300	40900	42000	43550	44800	45750	46350	46550	46400	45800	42600	44100	1.2
Lower Decile	0	32100	32850	33600	34350	35100	35800	36550	37300	38700	40700	42500	43950	45000	45600	45650	45200	41850	38200	1.2
Mean	0	40200	41150	42050	42950	43900	44800	45700	46600	48300	50750	52850	54550	55750	56300	56250	55600	51150	50400	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46500	45800	46000	46450	48350	53900	55950	61700	63900	72250	73300	74850	73900	70550	77200	74850	77100	68950	
Upper Quartile	0	44950	42100	44050	45350	45500	46950	51000	53100	56150	62800	62700	60500	61450	56050	69000	60950	65950	56600	
Median	0	40300	39200	39950	42750	42100	44700	45350	45850	46950	51400	46950	46300	46350	46250	53650	47350	49400	46150	
Lower Quartile	0	36600	36850	35250	37150	37250	39050	40800	41000	44200	45050	45150	44800	44900	45000	45450	45400	45400	44100	
Lower Decile	0	32850	34350	30550	33800	34000	35000	36950	37800	39500	41450	44050	43200	44050	44250	44150	44450	44200	38200	
Mean	0	40200	39950	39200	41300	41700	44400	46100	47650	50100	54300	54150	53000	53300	51650	57900	54700	56150	50400	
Supporting Data																				
Total Number	26	64	64	83	93	100	107	130	105	395	374	312	306	289	209	87	86	86	2918	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	58550	61200	63750	66250	70900	76700	80850	83250	84050	83750	82800	81500	78750	78850	2.2
Upper Quartile	0	0	0	0	0	54550	56800	59000	61150	65100	70050	73600	75750	76650	76650	76000	75100	73050	71300	2.2
Median	0	0	0	0	0	49150	51250	53250	55200	58850	63250	66300	67900	68350	67950	67050	65950	63650	62500	2.2
Lower Quartile	0	0	0	0	0	44000	45750	47500	49150	52250	56050	58700	60250	60800	60600	60000	59200	57450	54350	2.2
Lower Decile	0	0	0	0	0	40850	42250	43600	44800	47050	49650	51250	51950	52000	51550	50850	50100	48550	47250	2.2
Mean	0	0	0	0	0	49800	51750	53700	55550	58950	63250	66300	68100	68800	68750	68150	67350	65550	63050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	55900	65200	62100	68250	70250	78100	79900	82700	83700	83050	85350	80450	79300	78850	
Upper Quartile	0	0	0	0	0	53950	59500	58000	62350	64000	71000	73900	75900	76900	75350	74500	74200	76250	71300	
Median	0	0	0	0	0	48400	54900	53050	54400	58100	63800	66500	67600	69050	68400	68950	60550	67200	62500	
Lower Quartile	0	0	0	0	0	44800	46850	48500	46250	51950	56500	59450	59450	61200	60550	60700	56700	59400	54350	
Lower Decile	0	0	0	0	0	42500	44400	44750	41350	45750	51050	52400	51950	52250	51750	46400	47500	56050	47250	
Mean	0	0	0	0	0	49300	54800	53450	54950	58100	64000	66850	67450	69150	68200	69650	64300	67800	63050	
Supporting Data																				
Total Number	5	1	0	1	5	13	17	33	29	128	130	96	76	63	39	33	29	19	717	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

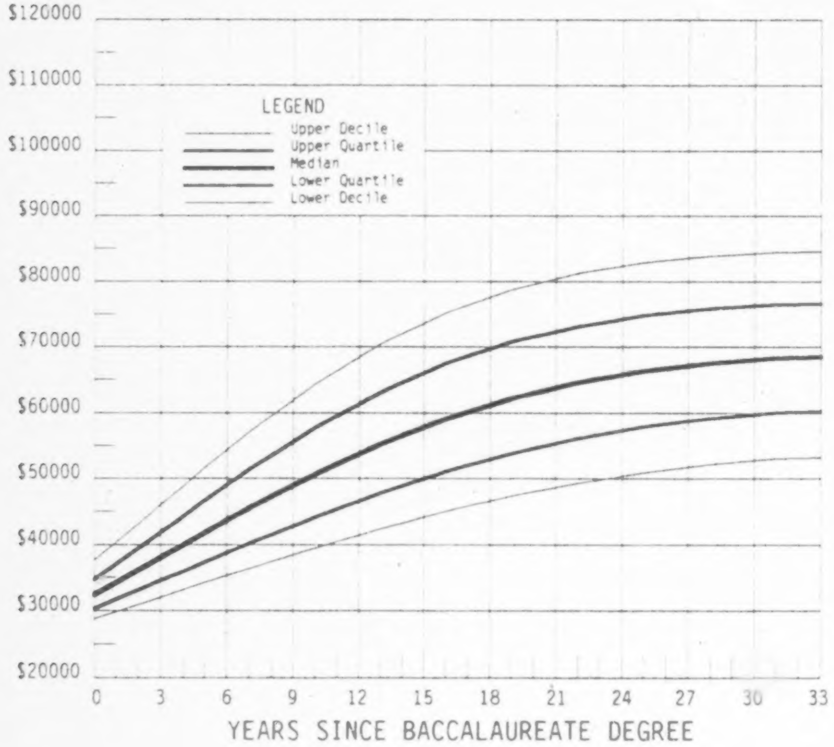
1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	45700	46650	47550	48500	49400	50350	51250	52200	54000	56650	59150	61350	63250	64750	65750	66200	64800	57500	1.2
Upper Quartile	0	45700	45850	46000	46150	46300	46500	46650	46800	47200	47750	48350	49000	49650	50400	51200	52000	54500	46850	1.2
Median	0	40750	41200	41650	42050	42450	42850	43200	43550	44250	45100	45850	46350	46700	46800	46700	46400	44600	45250	1.2
Lower Quartile	0	35700	36300	36950	37550	38200	38800	39400	39950	41100	42600	43950	44950	45650	46000	45950	45550	42850	42300	1.2
Lower Decile	0	31750	32400	33050	33700	34400	35050	35700	36350	37600	39450	41100	42500	43650	44400	44800	44800	42800	36900	1.2
Mean	0	39850	40450	41050	41650	42250	42850	43400	43950	45050	46550	47900	49000	49900	50500	50850	50850	49400	46300	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46500	45800	45900	46400	46500	48600	51800	54450	55300	62600	60600	59650	62450	57500	69100	62950	72950	57500	
Upper Quartile	0	45000	42100	44000	45300	44700	46200	46600	48150	49400	53100	49350	46750	46850	46800	55050	52200	60200	46850	
Median	0	40200	39200	39800	42650	41100	44100	44000	44700	45500	46150	45900	45650	45750	45800	46300	46100	46600	45250	
Lower Quartile	0	36550	36850	35150	36950	36700	37800	39450	39900	42500	44100	44600	44500	44600	44750	44800	44950	44950	42300	
Lower Decile	0	32800	34350	30550	33700	33550	34400	35700	36600	38100	39400	42650	41950	43400	44150	42500	44250	44000	36900	
Mean	0	40150	39950	39050	41100	40550	42500	43600	44850	46300	49150	48500	48200	48850	47850	50900	49850	52900	46300	
Supporting Data																				
Total Number	20	64	64	82	88	87	91	97	76	267	244	216	230	225	170	55	57	68	2201	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	61350	62500	63700	65000	67700	71900	76000	79800	83050	85650	0	0	0	78050	3.4
Upper Quartile	0	0	0	0	0	54450	56650	58750	60850	64800	69950	73950	76750	78400	79150	0	0	0	68250	2.2
Median	0	0	0	0	0	51000	52950	54900	56750	60300	64850	68350	70750	72100	72600	0	0	0	61300	2.2
Lower Quartile	0	0	0	0	0	47450	48900	50300	51650	53950	56600	58250	58950	59000	58500	0	0	0	50900	2.2
Lower Decile	0	0	0	0	0	40800	41700	42600	43450	45000	47000	48600	49850	50750	51400	0	0	0	45200	2.2
Mean	0	0	0	0	0	50900	52650	54400	56050	59100	62900	65700	67500	68350	68600	0	0	0	61250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	65600	58400	54500	78000	67450	69800	76800	84750	82000	78400	0	0	0	78050	
Upper Quartile	0	0	0	0	0	54500	56000	52750	75000	64650	67000	72000	80600	79000	76000	0	0	0	68250	
Median	0	0	0	0	0	50000	53000	51500	63000	62000	63000	66000	70000	76000	72000	0	0	0	61300	
Lower Quartile	0	0	0	0	0	45500	47000	50250	60500	54500	55250	56000	59000	58000	62000	0	0	0	50900	
Lower Decile	0	0	0	0	0	35200	45200	45500	51500	45400	47300	46400	45650	51800	60800	0	0	0	45200	
Mean	0	0	0	0	0	50150	51600	50900	65500	59950	60500	64000	68850	68350	69000	0	0	0	61250	
Supporting Data																				
Total Number	3	0	0	3	5	16	11	13	13	38	30	22	30	16	11	0	3	0	213	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

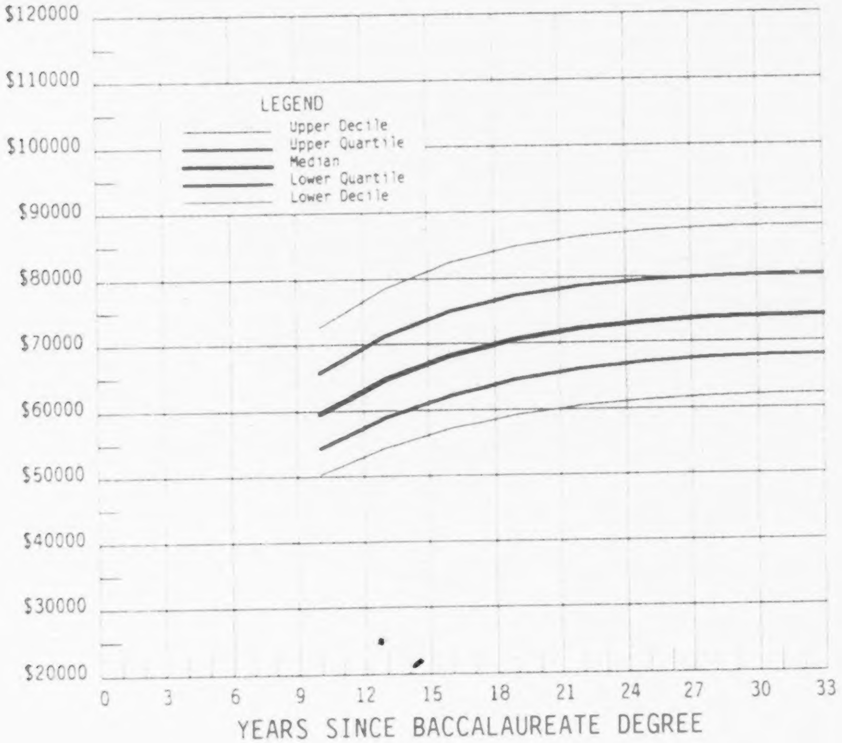
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37550	40300	43150	46000	48800	51600	54350	57000	59550	64350	70450	75200	78750	81200	82850	83900	84450	84900	78450	4.0
Upper Quartile	34650	37000	39400	41850	44250	46650	49000	51300	53500	57700	63100	67500	70800	73150	74800	75850	76500	77000	69550	3.8
Median	32350	34200	36100	38000	39900	41750	43650	45450	47250	50650	55250	59100	62200	64600	66350	67550	68300	69000	58850	3.4
Lower Quartile	30300	31700	33100	34500	35900	37300	38700	40100	41450	44100	47800	51100	53850	56150	57900	59200	60050	60950	47350	3.2
Lower Decile	28750	29800	30900	32000	33100	34150	35250	36300	37400	39450	42350	45050	47350	49300	50900	52100	53000	53950	36750	3.0
Mean	32850	34750	36650	38600	40500	42400	44300	46150	47950	51350	55950	59750	62800	65100	66800	67950	68650	69350	58600	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	38050	39650	44450	44900	48650	50700	52700	55650	59200	65350	69600	76150	81300	83200	83800	83900	78950	83800	78450	
Upper Quartile	35200	36900	39400	41450	43400	45850	46750	51200	51500	59200	62150	68550	73100	74600	75500	74900	72900	76000	69550	
Median	33300	34150	35850	37650	38350	40600	42350	45500	41750	52350	54400	60250	65000	66700	65950	66350	66250	67300	58850	
Lower Quartile	31600	32150	32550	33000	34300	36200	38000	37300	37000	46500	47850	52200	56400	56800	56600	59200	58250	59800	47350	
Lower Decile	29950	30450	30700	30700	32050	32550	33850	34000	34300	40950	42000	46050	49850	50200	50550	52000	51100	52650	36750	
Mean	33550	34950	36750	37900	39100	41550	42700	45250	44700	52950	55250	60800	65150	66650	66500	67550	65700	68300	58600	
Supporting Data																				
Total Number	69	99	84	98	92	81	84	91	62	298	310	326	393	369	317	279	249	440	3741	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

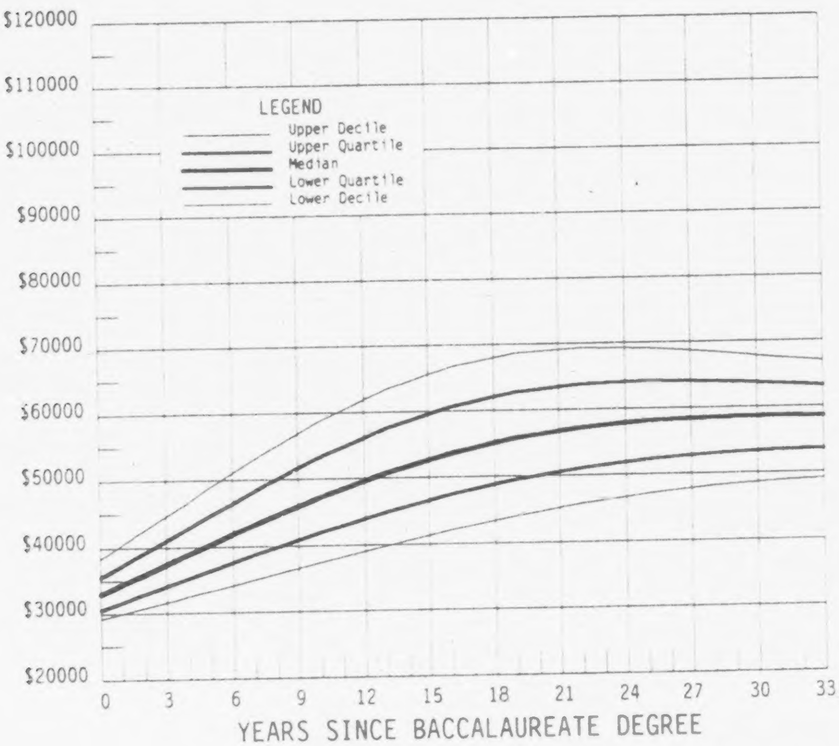
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72550	78450	82350	84750	86150	86950	87400	87600	87700	85300	4.8-
Upper Quartile	0	0	0	0	0	0	0	0	0	65700	71250	74950	77300	78700	79550	80000	80200	80350	78050	4.4
Median	0	0	0	0	0	0	0	0	0	59550	64650	68250	70650	72200	73150	73700	73950	74150	71250	4.4
Lower Quartile	0	0	0	0	0	0	0	0	0	54300	58850	62200	64550	66100	67050	67650	67950	68150	64200	4.2
Lower Decile	0	0	0	0	0	0	0	0	0	50300	54300	57200	59150	60500	61300	61800	62050	62200	57650	4.2
Mean	0	0	0	0	0	0	0	0	0	60500	65600	69150	71450	72900	73800	74300	74550	74700	71600	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73150	76650	82900	84350	87100	88250	87850	83600	88550	85300	
Upper Quartile	0	0	0	0	0	0	0	0	0	65800	70100	75000	77500	79250	81650	80300	75950	81000	78050	
Median	0	0	0	0	0	0	0	0	0	60350	63100	67650	71100	73000	74150	73300	71700	74600	71250	
Lower Quartile	0	0	0	0	0	0	0	0	0	55000	57500	61400	65150	67200	67500	66350	66900	68500	64200	
Lower Decile	0	0	0	0	0	0	0	0	0	50850	53200	56750	59550	61400	60850	61050	61850	62400	57650	
Mean	0	0	0	0	0	0	0	0	0	61150	64250	68750	71750	73750	74500	74000	71900	75450	71600	
Supporting Data																				
Total Number	0	2	3	2	1	4	3	9	4	87	85	150	234	226	172	160	145	247	1534	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CONSTRUCTION
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38300	40400	42500	44600	46750	48900	50950	53000	55000	58700	63300	66600	68550	69250	69100	68400	67450	65350	64350	2.2
Upper Quartile	35500	37300	39150	40950	42800	44650	46450	48250	50000	53250	57450	60600	62700	63800	64150	64000	63500	62250	58300	2.2
Median	32950	34450	35900	37400	38850	40350	41800	43200	44600	47250	50750	53600	55750	57200	58050	58450	58600	58350	50150	2.2
Lower Quartile	30550	31700	32900	34050	35250	36400	37550	38700	39800	41900	44850	47400	49450	51050	52250	53000	53500	53900	40200	3.8
Lower Decile	29200	30000	30800	31600	32450	33250	34100	34900	35750	37400	39800	42000	44000	45700	47050	48100	48800	49550	34000	3.2
Mean	33250	34750	36250	37800	39300	40850	42300	43800	45200	47900	51400	54150	56150	57400	58050	58250	58200	57650	49600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38050	39200	42400	44300	48250	49250	51400	54050	55400	60550	63750	66150	65900	65900	68150	68050	66750	68200	64350	
Upper Quartile	35200	36700	38950	41200	43200	45100	46200	49600	49500	54550	58050	60000	60950	61600	63100	64050	62850	64350	58300	
Median	33300	34050	35600	37500	38250	40050	42100	44250	41000	49450	51000	53450	55550	54850	56650	59350	57550	59950	50150	
Lower Quartile	31600	32100	32450	32900	34250	36050	37750	36800	36600	44200	45950	48400	50100	50200	51250	52800	51750	53750	40200	
Lower Decile	29950	30450	30650	30650	32000	32350	33750	33750	34200	39350	39700	42000	45400	45300	46150	49450	46700	49450	34000	
Mean	33550	34400	36000	37650	39000	40750	42350	43850	43600	49600	51850	54100	55450	55450	57050	58900	57050	59100	49600	
Supporting Data																				
Total Number	69	97	81	96	[illegible]	77	81	82	58	211	225	176	159	143	145	119	104	193	2207	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40800	43200	45650	48150	50700	53300	55900	58500	63500	70400	76050	80050	82500	83550	83600	83100	81300	76850	2.2
Upper Quartile	35400	37400	39450	41550	43700	45850	48100	50300	52500	56800	62700	67700	71450	73950	75350	75900	75900	75050	67700	2.2
Median	32700	34350	36100	37850	39600	41400	43200	45000	46750	50250	55050	59100	62350	64600	66050	65850	67200	67100	55800	2.2
Lower Quartile	30400	31750	33150	34500	35900	37250	38600	39950	41250	43800	47350	50500	53150	55300	56900	58100	58850	59600	44250	3.4
Lower Decile	29000	29900	30850	31850	32800	33800	34750	35750	36700	38650	41400	44000	46300	48250	49800	51000	51800	52700	35200	3.2
Mean	33250	34950	36650	38400	40200	42000	43800	45600	47350	50800	55600	59600	62800	65050	66450	67250	67550	67450	56450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38050	39700	44750	45350	48250	51500	52600	56950	61200	65000	70250	75250	79100	80650	82750	84150	78550	84400	76850	
Upper Quartile	35200	36900	39500	41750	43600	46250	47300	52250	53100	58200	61350	67600	71100	73550	74700	76000	72850	76950	67700	
Median	33300	34150	36000	37800	38500	41500	43050	45750	42050	51900	53800	59250	63400	65900	65600	66100	66100	67200	55800	
Lower Quartile	31600	32100	32550	33250	34400	36550	38750	37750	37900	46200	47750	51050	55000	55300	54700	58800	56700	59500	44250	
Lower Decile	29950	30450	30650	30750	32200	32000	34200	34100	34050	40200	41850	44650	47450	48700	49300	51450	48950	52300	35200	
Mean	33550	34950	36800	38100	39150	42050	43300	45800	45250	52500	54850	59700	63400	65250	65450	67450	64850	68550	56450	
Supporting Data																				
Total Number	69	97	80	92	81	70	65	73	51	241	237	228	233	229	202	172	139	301	2660	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	62350	69100	75900	82300	87850	91850	93850	93550	82750	84200	1.2
Upper Quartile	0	0	0	0	0	0	0	0	0	57050	63200	69450	75350	80450	84200	86100	85950	76300	77250	1.2
Median	0	0	0	0	0	0	0	0	0	52700	58200	63750	69050	73650	77050	78850	78850	70700	70350	1.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48900	53750	58600	63150	67050	69950	71450	71450	64450	62950	1.2
Lower Decile	0	0	0	0	0	0	0	0	0	45450	49600	53700	57500	60750	63100	64350	64350	58750	56400	1.2
Mean	0	0	0	0	0	0	0	0	0	53350	58850	64400	69650	74200	77550	79300	79250	71050	70700	1.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73450	76000	82750	82900	83550	86150	87100	81650	88900	84200	
Upper Quartile	0	0	0	0	0	0	0	0	0	65650	70550	74650	76350	75750	80250	80400	75450	81600	77250	
Median	0	0	0	0	0	0	0	0	0	59700	63200	67200	69300	72150	73200	73200	70950	74900	70350	
Lower Quartile	0	0	0	0	0	0	0	0	0	54500	57450	61350	64100	66400	66900	65000	65550	68000	62950	
Lower Decile	0	0	0	0	0	0	0	0	0	50400	54100	56250	58050	59800	59350	59500	60350	61650	56400	
Mean	0	0	0	0	0	0	0	0	0	60900	64600	68300	70300	72200	73400	73150	70650	75700	70700	
Supporting Data																				
Total Number	0	2	3	2	1	4	2	8	4	68	60	96	131	137	109	104	87	176	994	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38400	40450	42550	44700	46800	48950	51000	53050	55050	58700	63300	66600	68500	69200	69050	68350	67400	65350	63250	2.2
Upper Quartile	35600	37400	39200	41000	42850	44650	46450	48200	49900	53150	57250	60300	62300	63350	63650	63450	62950	61650	56000	2.2
Median	33100	34550	36050	37500	39000	40450	41850	43250	44650	47200	50550	53200	55150	56400	57050	57300	57250	56850	47700	2.2
Lower Quartile	30500	31700	32950	34150	35300	36500	37650	38800	39900	42000	44800	47050	48800	50050	50850	51350	51550	51650	38550	2.2
Lower Decile	29250	30000	30750	31550	32350	33150	33950	34750	35550	37100	39350	41400	43150	44650	45800	46650	47200	47750	33250	3.4
Mean	33300	34800	36350	37850	39400	40900	42350	43800	45200	47850	51200	53850	55700	56800	57300	57400	57250	56550	48000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38050	39250	42700	44750	47850	49700	52000	54500	57200	59350	63100	65850	65400	66550	68400	69200	66750	67650	63250	
Upper Quartile	35200	36650	39000	41500	43350	45500	46800	49600	48900	54200	57300	59450	60650	60900	62900	64000	62300	63700	56000	
Median	33300	34050	35700	37650	38400	41000	42800	44700	41200	49200	50550	52750	54750	54250	54500	59000	54700	59350	47700	
Lower Quartile	31600	32050	32450	33200	34350	36350	38600	37100	37400	43850	45900	47000	48150	48900	50350	52100	48500	52850	38550	
Lower Decile	29950	30400	30600	30750	32200	31800	34100	33750	33900	38850	39600	41100	44650	44450	45000	47600	44100	47750	33250	
Mean	33550	34400	36050	37850	39000	41200	43050	44150	44000	49200	51550	53450	54550	54900	56100	58700	55100	58400	48000	
Supporting Data																				
Total Number	69	95	77	90	80	66	63	65	47	173	177	132	102	92	93	68	52	125	1666	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	48900	51800	54650	57400	60050	65000	71200	75950	79300	81600	83100	84050	84600	85000	81350	3.6
Upper Quartile	0	0	0	0	44250	46850	49400	51850	54250	58750	64400	68650	71700	73750	75050	75850	76350	76750	72300	3.4
Median	0	0	0	0	40200	42250	44300	46300	48250	51950	56700	60550	63450	65500	66950	67850	68450	69000	63400	3.2
Lower Quartile	0	0	0	0	36450	38050	39600	41150	42700	45600	49500	52850	55550	57650	59250	60350	61100	61900	54150	3.0
Lower Decile	0	0	0	0	33950	35300	36600	37850	39100	41500	44750	47500	49750	51500	52850	53800	54450	55200	46150	3.0
Mean	0	0	0	0	40750	42850	44950	47000	48950	52700	57550	61400	64300	66400	67800	68700	69300	69850	63500	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	51350	46700	53150	52200	52000	66900	67300	78700	83550	86950	84950	82400	78700	81400	81350	
Upper Quartile	0	0	0	0	41750	39900	43450	49600	50500	62350	63550	70100	74750	76700	77150	73200	72900	74050	72300	
Median	0	0	0	0	37500	37000	39900	42500	41000	55000	56250	62250	67200	67250	65750	66600	65800	67400	63400	
Lower Quartile	0	0	0	0	33500	34750	36500	36350	35650	47750	48100	55100	58200	60700	58550	59000	58400	60200	54150	
Lower Decile	0	0	0	0	31100	33100	32900	33800	34650	43550	42350	50700	52650	52050	52550	52300	53150	53800	46150	
Mean	0	0	0	0	38950	38200	40650	43050	42700	55250	56100	63400	67750	68750	67950	67250	66250	67700	63500	
Supporting Data																				
Total Number	0	1	4	6	11	11	19	18	10	54	69	93	151	125	101	91	93	123	981	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

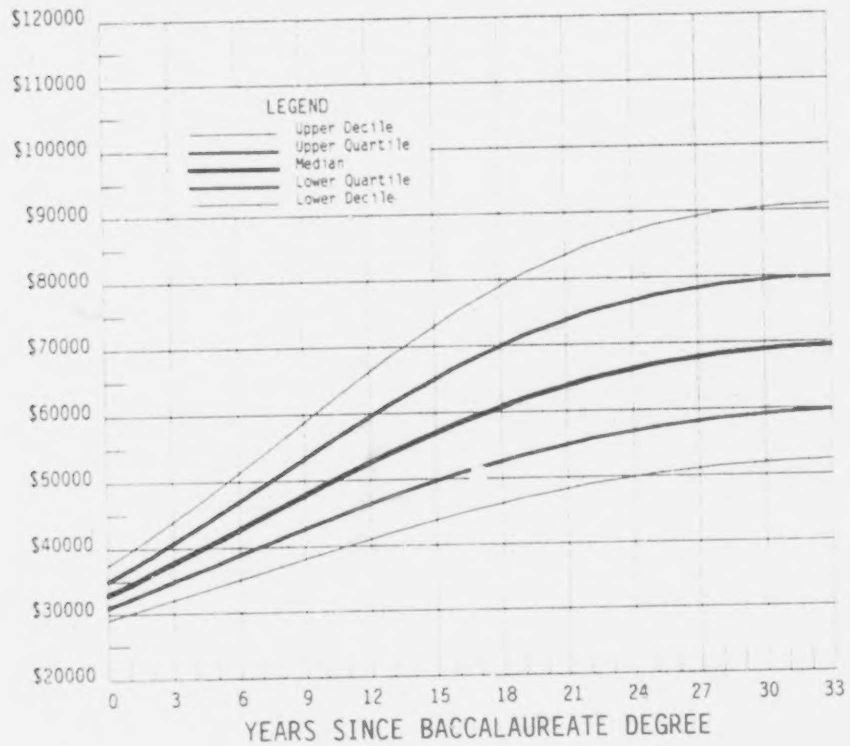
1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	73550	79900	84100	86750	88300	89200	89650	89900	90050	88200	4.6
Upper Quartile	0	0	0	0	0	0	0	0	0	66700	72300	76050	78400	79800	80600	81000	81250	81350	79300	4.6
Median	0	0	0	0	0	0	0	0	0	60700	65850	69400	71700	73150	74000	74500	74750	74900	72600	4.4
Lower Quartile	0	0	0	0	0	0	0	0	0	55050	59850	63350	65800	67400	68400	69000	69350	69550	66200	4.2
Lower Decile	0	0	0	0	0	0	0	0	0	50550	55050	58500	60950	62650	63750	64450	64900	65200	60900	3.8
Mean	0	0	0	0	0	0	0	0	0	61300	66600	70300	72700	74250	75150	75650	75950	76100	73250	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	72400	79200	83750	87350	89500	92150	91250	87350	87000	88200	
Upper Quartile	0	0	0	0	0	0	0	0	0	67000	67500	75650	80350	82300	83400	79500	77450	79200	79300	
Median	0	0	0	0	0	0	0	0	0	62000	62400	68500	72900	74400	76000	73300	73000	73700	72600	
Lower Quartile	0	0	0	0	0	0	0	0	0	58000	56650	61750	67050	67600	68350	69300	69400	68900	66200	
Lower Decile	0	0	0	0	0	0	0	0	0	54200	48800	57700	62900	63950	61950	65200	65600	63500	60900	
Mean	0	0	0	0	0	0	0	0	0	62400	63050	69800	73800	75550	76350	75700	74250	74500	73250	
Supporting Data																				
Total Number	0	0	0	0	0	0	1	1	0	18	22	50	96	79	54	45	46	64	476	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	47800	50150	52300	54350	56200	59350	62850	65100	66500	67350	67800	68050	68200	68300	66200	4.0
Upper Quartile	0	0	0	0	43150	45250	47300	49200	51000	54150	57850	60450	62150	63250	63900	64300	64550	64700	61750	3.8
Median	0	0	0	0	38700	40300	41850	43350	44800	47500	51050	53850	56050	57650	58800	59600	60100	60600	55200	3.2
Lower Quartile	0	0	0	0	35350	36650	37900	39150	40350	42650	45750	48450	50650	52400	53750	54700	55400	56100	49050	3.0
Lower Decile	0	0	0	0	32850	33950	35000	36100	37100	39150	41950	44450	46650	48450	49900	51000	51800	52800	38800	2.8
Mean	0	0	0	0	39450	41100	42700	44200	45700	48350	51750	54400	56400	57800	58800	59450	59850	60200	54300	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	51350	46700	47600	52300	52000	63500	65300	66700	66350	65600	68250	67700	66200	69050	66200	
Upper Quartile	0	0	0	0	41750	39900	42900	49750	50500	58000	60850	61850	61300	62600	62900	64250	62650	65550	61750	
Median	0	0	0	0	37500	37000	39500	41750	41000	50600	52750	54950	56450	58000	58600	59100	58500	60500	55200	
Lower Quartile	0	0	0	0	33500	34750	36350	36150	35650	45500	46050	51100	52900	51750	53450	53300	54200	55850	49050	
Lower Decile	0	0	0	0	31100	33100	32800	33700	34650	42200	39700	47300	49100	49600	49550	50600	50850	51250	38800	
Mean	0	0	0	0	38950	38200	39850	42700	42700	51650	52850	56000	57150	57100	58350	59000	58450	60350	54300	
Supporting Data																				
Total Number	0	2	4	6	11	11	18	17	10	36	47	43	55	46	47	46	47	59	505	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

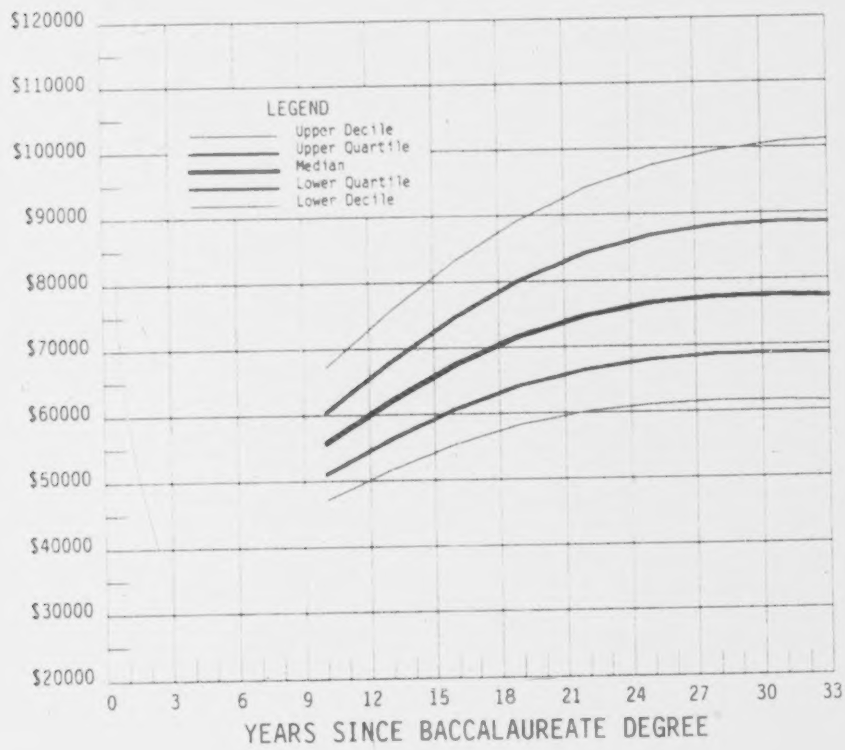
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37350	39500	41700	44000	46350	48750	51250	53750	56250	61300	68650	75250	80800	85050	87950	89800	90750	91250	79850	2.2
Upper Quartile	34950	36850	38750	40750	42800	44850	46950	49100	51200	55450	61500	66900	71400	74850	77250	78800	79650	80200	68200	2.2
Median	32900	34450	36100	37700	39400	41050	42750	44450	46150	49450	54200	58400	61950	64800	66850	68300	69200	70150	55450	2.2
Lower Quartile	31000	32250	33550	34850	36200	37500	38850	40150	41450	44000	47600	50800	53500	55700	57400	58600	59450	60500	43550	2.2
Lower Decile	29150	30100	31050	32050	33050	34050	35050	36050	37100	39100	42000	44700	47000	48900	50350	51400	52050	52650	36350	3.6
Mean	33150	34750	36400	38050	39750	41450	43200	44950	46700	50100	55000	59400	63100	66100	68300	69850	70850	71950	57300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37000	40100	42300	43650	46450	47850	52000	54300	55450	62350	67750	75600	81800	84050	86650	87750	90900	92650	79850	
Upper Quartile	35100	36950	39100	40600	42800	43650	47000	49300	50350	56050	61250	67350	72400	74800	76700	77850	78450	80900	68200	
Median	33400	34600	36150	37300	39250	40350	42600	44550	45100	49850	53800	59200	63050	64900	66600	67350	69050	70150	55450	
Lower Quartile	31650	32250	33600	34350	35800	37050	38900	40400	40350	44050	47050	51850	54450	56100	57050	58500	59550	60000	43550	
Lower Decile	29700	29700	31300	31100	32450	34200	35600	36100	36100	39400	42000	45500	47250	49100	50150	51100	52500	52000	36350	
Mean	33500	34850	36650	37650	39650	40850	43200	45050	45650	50400	54600	60200	64100	66300	67700	69100	70700	72000	57300	
Supporting Data																				
Total Number	355	529	569	637	611	671	685	677	689	1755	1679	1492	1709	1489	1421	1282	1201	2326	19777	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	3	2	4	6	27	45	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	5	

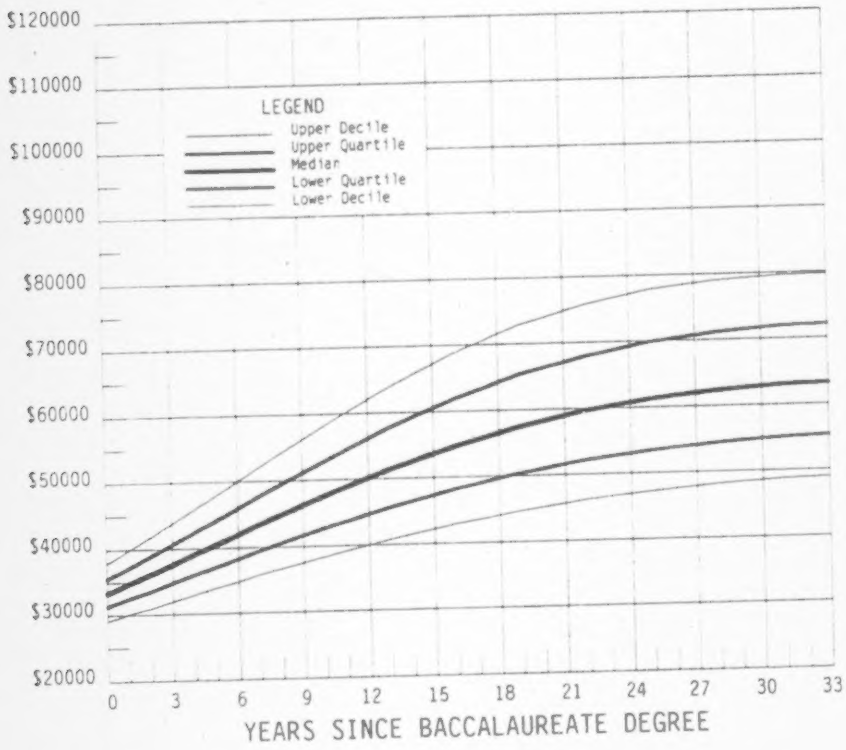
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67100	75700	83250	89400	94050	97400	99550	100850	101800	93600	4.0
Upper Quartile	0	0	0	0	0	0	0	0	0	60350	67950	74750	80250	84250	86800	88200	88700	88300	81950	2.2
Median	0	0	0	0	0	0	0	0	0	55650	62000	67500	71750	74750	76550	77400	77550	76950	71800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	50950	56250	60750	64200	66550	68000	68650	68800	68250	62550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47050	51600	55400	58250	60100	61150	61550	61550	60950	55300	2.2
Mean	0	0	0	0	0	0	0	0	0	56000	62600	68400	73100	76500	78700	79850	80300	80050	73600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	70200	74700	82900	89150	91250	93850	97400	103150	106850	93600	
Upper Quartile	0	0	0	0	0	0	0	0	0	64550	68300	75100	79800	82100	84750	85950	88350	91300	81950	
Median	0	0	0	0	0	0	0	0	0	59200	62000	67500	71250	73850	75700	75550	75800	79450	71800	
Lower Quartile	0	0	0	0	0	0	0	0	0	53500	55750	60900	64150	65800	67400	66950	68800	69550	62550	
Lower Decile	0	0	0	0	0	0	0	0	0	48200	51650	56450	57650	59100	60750	60650	62000	61700	55300	
Mean	0	0	0	0	0	0	0	0	0	59400	62700	68950	72650	75100	76850	77850	80000	82500	73600	
Supporting Data																				
Total Number	0	4	7	11	21	26	32	51	45	283	414	549	753	690	581	542	488	901	5398	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	3	2	4	6	27	45	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	

SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37850	39800	41750	43800	45800	47900	50000	52050	54150	58200	63900	68850	72850	75800	77800	79000	79600	79850	70100	2.2
Upper Quartile	35500	37150	38850	40600	42350	44150	45900	47700	49450	52850	57700	61900	65350	68000	69900	71200	71950	72600	60000	2.2
Median	33300	34750	36150	37600	39050	40500	41950	43400	44850	47600	51400	54750	57500	59700	61300	62400	63100	63850	49550	2.2
Lower Quartile	31300	32450	33600	34800	35950	37100	38300	39400	40550	42700	45650	48250	50450	52200	53500	54450	55100	55900	40500	2.2
Lower Decile	29100	30050	31000	31950	32950	33900	34800	35750	36650	38400	40800	42900	44700	46150	47250	48100	48750	49550	34950	2.2
Mean	33500	34950	36400	37850	39350	40850	42300	43750	45200	48050	51950	55350	58150	60350	61950	63050	63750	64450	51200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37000	39950	41900	43500	46100	47150	51500	53300	55000	59250	63850	67400	71200	72350	76700	78850	79900	82200	70100	
Upper Quartile	35100	36850	38950	40500	42550	43400	46650	48800	49750	53750	57900	61200	64000	65500	69100	70400	72450	74350	60000	
Median	33400	34550	36100	37250	39100	40200	42400	44100	44650	48300	51200	54800	56900	58450	60600	62250	63400	64600	49550	
Lower Quartile	31650	32200	33550	34300	35600	36950	38850	40100	40050	43150	45500	48550	50100	51200	53350	54400	55900	56000	40500	
Lower Decile	29700	29650	31250	31050	32350	34100	35600	35850	35950	38800	40800	42900	44500	45850	47150	48300	49700	49200	34950	
Mean	33500	34700	36400	37500	39250	40550	42950	44550	45200	48700	51900	55100	57400	58700	61350	62750	64300	65350	51200	
Supporting Data																				
Total Number	355	525	562	626	590	645	653	626	644	1472	1265	943	956	799	840	740	713	1425	14379	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	4	

1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37150	39200	41350	43550	45800	48100	50450	52850	55200	60000	66850	73000	78100	82000	84750	86450	87350	87900	75150	2.2
Upper Quartile	34800	36600	38400	40250	42150	44050	46000	47950	49900	53750	59250	64200	68300	71550	73850	75400	76350	77200	63400	2.2
Median	32750	34200	35700	37200	38750	40250	41800	43350	44850	47850	52100	55900	59150	61750	63700	65100	66100	67200	50800	2.2
Lower Quartile	30800	32000	33200	34400	35600	36800	38000	39200	40350	42650	45850	48650	51050	53050	54550	55700	56500	57550	40500	2.2
Lower Decile	29000	29800	30650	31550	32450	33350	34250	35200	36150	38000	40700	43150	45250	46950	48200	49100	49600	50050	34600	3.8
Mean	33000	34500	36050	37600	39150	40750	42350	43950	45550	48650	53100	57050	60400	63150	65200	66650	67650	68800	53300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36800	39350	41850	43150	46150	47250	50550	53500	55000	60550	66600	74000	79250	80350	83100	82100	85900	90700	75150	
Upper Quartile	35100	36550	38500	40050	42200	43050	45750	48200	49500	54450	58950	65350	68350	71900	73050	73650	74900	78300	63400	
Median	33350	34350	35800	36600	38500	39550	41800	43500	43800	48300	51900	57100	59850	62000	62900	64200	66050	67200	50800	
Lower Quartile	31700	32050	33100	33750	35000	36450	38300	39200	39100	43100	45650	49500	51500	53400	53950	55650	56900	57100	40500	
Lower Decile	29800	29450	30900	30600	31850	33350	34850	35000	34900	38950	40900	43600	44800	47350	47300	48850	50150	49800	34600	
Mean	33450	34500	36250	37000	39050	40200	42250	44050	44750	49200	52850	58150	60950	63100	64250	65250	67250	69350	53300	
Supporting Data																				
Total Number	340	468	464	497	461	473	471	442	467	1165	1092	836	900	767	684	619	620	1318	12084	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	15	18	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	5	

1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	56150	58950	64650	72950	80350	86450	90950	93850	95450	96100	95850	89400	2.2
Upper Quartile	0	0	0	0	0	0	0	52600	55150	60200	67350	73600	78550	82050	84100	85100	85300	84600	78900	2.2
Median	0	0	0	0	0	0	0	48500	50650	54900	60850	65950	69900	72700	74350	75100	75300	74800	69100	2.2
Lower Quartile	0	0	0	0	0	0	0	44900	46750	50300	55200	59300	62450	64600	[illegible]	66450	66600	66100	60250	2.2
Lower Decile	0	0	0	0	0	0	0	41150	42750	45850	50100	53650	56350	58150	[illegible]	59700	59800	59400	53000	2.2
Mean	0	0	0	0	0	0	0	48800	51000	55350	61500	66850	71050	74100	76000	77000	77400	77100	70600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	64200	58800	67950	74200	82250	85900	84850	91050	89000	95600	101850	89400	
Upper Quartile	0	0	0	0	0	0	0	55550	55150	63600	68050	74450	78350	78250	82450	79900	84000	89000	78900	
Median	0	0	0	0	0	0	0	49850	51700	57400	60850	66900	68500	71500	73700	72150	73700	77450	69100	
Lower Quartile	0	0	0	0	0	0	0	46600	47600	52100	54850	60550	62000	62850	65150	63700	67000	67800	60250	
Lower Decile	0	0	0	0	0	0	0	39900	39800	47250	49800	55500	56250	56900	58700	57200	60600	60300	53000	
Mean	0	0	0	0	0	0	0	51350	50950	57950	61700	68200	70350	71650	74300	73250	76650	80300	70600	
Supporting Data																				
Total Number	0	3	6	9	19	21	21	39	32	203	251	283	373	353	271	259	259	530	2932	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	15	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	

1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39500	41350	43250	45150	47050	49000	50900	52800	56450	61500	65800	69200	71700	73350	74300	74800	74900	64800	2.2
Upper Quartile	35250	36800	38400	40000	41650	43300	44950	46550	48150	51250	55550	59250	62250	64500	66100	67150	67750	68300	55550	2.2
Median	33100	34400	35750	37100	38450	39750	41100	42400	43650	46150	49550	52450	54800	56650	58000	58900	59450	60050	45900	2.2
Lower Quartile	31050	32150	33200	34300	35400	36450	37550	38550	39600	41550	44200	46500	48400	49850	51000	51800	52300	52950	38100	2.2
Lower Decile	28850	29700	30600	31500	32350	33250	34100	34900	35750	37300	39450	41300	42900	44150	45200	45950	46500	47200	33650	2.2
Mean	33250	34600	36000	37350	38700	40100	41450	42800	44100	46650	50100	53100	55550	57400	58750	59700	60250	60850	47800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36800	39250	41400	42950	45550	46700	50150	52100	54450	57300	61650	64250	66850	67650	71100	74100	74850	78100	64800	
Upper Quartile	35100	36500	38300	39900	41900	42750	45400	47250	48800	52000	55600	58850	60850	62550	64350	66900	67800	70050	55550	
Median	33350	34350	35700	36500	38300	39400	41650	43100	43400	46750	49450	52850	54200	55350	56600	59000	59550	60900	45900	
Lower Quartile	31700	32050	33050	33700	34850	36350	38300	38850	38800	42250	44500	46800	47300	48900	50650	51850	52750	53250	38100	
Lower Decile	29800	29450	30850	30550	31750	33150	34850	34750	34700	38400	39500	41300	42300	44050	44750	46050	46800	47250	33650	
Mean	33450	34350	35950	36850	38550	39850	42100	43350	44300	47350	50200	53000	54300	55800	57650	59500	60500	62000	47800	
Supporting Data																				
Total Number	340	465	458	488	442	452	450	403	435	962	841	553	527	414	413	360	361	788	9152	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	4	

1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41950	44500	47100	49700	52350	54950	57600	62700	69900	76250	81550	85700	88800	90950	92250	93450	83050	3.6
Upper Quartile	0	0	39500	41750	44050	46350	48600	50900	53100	57450	63400	68600	72800	76100	78500	80150	81200	82100	71900	3.6
Median	0	0	37100	38950	40850	42700	44600	46400	48250	51700	56500	60650	64100	66750	68800	70200	71100	71950	60150	3.4
Lower Quartile	0	0	34800	36300	37800	39300	40800	42250	43700	46400	50150	53350	56000	58100	59700	60850	61650	62400	49000	3.2
Lower Decile	0	0	32650	33850	35050	36200	37400	38550	39650	41800	44800	47450	49650	51450	52850	53850	54550	55250	40800	3.2
Mean	0	0	37250	39150	41050	42950	44850	46750	48600	52200	57200	61550	65200	68100	70250	71800	72800	73750	61600	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43250	46350	46800	47800	53000	54450	55150	63550	68800	76750	84050	88050	86900	88700	92700	92750	83050	
Upper Quartile	0	0	40500	42450	44300	44750	48750	50300	50800	58250	63550	68600	74800	77400	77950	78500	78850	82500	71900	
Median	0	0	37950	39450	40800	41900	44650	45850	47100	51700	56850	60800	65700	67200	68050	68500	70250	72550	60150	
Lower Quartile	0	0	35400	36750	38500	38950	40300	42100	42500	45800	50400	54100	57200	58600	58950	60050	60850	62550	49000	
Lower Decile	0	0	34200	34550	35600	36000	37550	38700	38850	40250	44950	48650	50800	51600	52500	52750	54750	55100	40800	
Mean	0	0	38250	39900	41400	42000	44950	46300	46900	52050	57200	62150	67100	69050	68950	70400	72100	73900	61600	
Supporting Data																				
Total Number	14	59	105	140	150	189	200	213	199	503	505	538	669	583	570	491	419	747	6294	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	1	2	9	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67250	75950	83600	89900	94800	98400	100900	102500	103950	94750	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	62400	69600	75650	80500	84100	86650	88400	89450	90350	83100	3.6
Median	0	0	0	0	0	0	0	0	0	58450	64350	68950	72350	74750	76400	77400	78000	78500	73150	3.8
Lower Quartile	0	0	0	0	0	0	0	0	0	53800	58750	62500	65300	67200	68500	69300	69800	70150	64400	3.8
Lower Decile	0	0	0	0	0	0	0	0	0	50650	54700	57650	59700	61000	61850	62350	62600	62800	58200	4.2
Mean	0	0	0	0	0	0	0	0	0	58800	65100	70250	74150	77000	79000	80300	81050	81750	75400	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71550	74500	82300	91350	95150	92650	99850	107500	105850	94750	
Upper Quartile	0	0	0	0	0	0	0	0	0	66400	68000	74700	80550	85400	84500	87350	91600	91100	83100	
Median	0	0	0	0	0	0	0	0	0	62000	63050	67250	72900	76200	75950	76450	76300	79850	73150	
Lower Quartile	0	0	0	0	0	0	0	0	0	58250	57550	60700	65600	67950	67850	69500	69950	70600	64400	
Lower Decile	0	0	0	0	0	0	0	0	0	53550	53800	56900	59250	61850	61200	62600	63000	63100	58200	
Mean	0	0	0	0	0	0	0	0	0	62950	63750	69050	74400	77900	76850	79950	81550	83150	75400	
Supporting Data																				
Total Number	0	0	1	2	2	3	10	11	10	69	148	239	338	286	241	204	167	297	2028	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	1	2	9	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42400	44450	46550	48700	50850	53000	55100	59300	65100	70150	74200	77150	79100	80250	80800	80950	73200	2.2
Upper Quartile	0	0	39900	41750	43550	45400	47250	49050	50900	54450	59400	63650	67150	69750	71550	72700	73350	73800	63450	2.2
Median	0	0	37450	39000	40550	42100	43600	45150	46600	49500	53500	56900	59650	61750	63200	64150	64750	65200	53650	2.2
Lower Quartile	0	0	35100	36350	37600	38850	40100	41300	42500	44800	47900	50600	52850	54550	55800	56700	57300	57900	44850	2.2
Lower Decile	0	0	32900	33900	34950	35950	36950	37950	38900	40750	43250	45450	47300	48750	49900	50750	51300	52100	39000	2.2
Mean	0	0	37600	39150	40700	42300	43850	45350	46900	49800	53850	57350	60200	62350	63850	64900	65500	66000	55000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43200	45950	46800	47400	52100	54050	54500	61150	65850	68050	72900	73350	78600	78800	80750	84200	73200	
Upper Quartile	0	0	40400	42300	44100	44600	48300	50150	50350	55600	60500	62350	65650	66900	70550	70750	74300	76600	63450	
Median	0	0	37900	39400	40750	41800	44300	45650	46750	50550	53750	55950	58700	60050	62100	63600	64750	67200	53650	
Lower Quartile	0	0	35400	36700	38500	38900	40100	41900	42200	44900	48150	50600	52550	53400	55300	55750	57500	59100	44850	
Lower Decile	0	0	34200	34550	35550	35950	37450	38550	38700	39450	43550	45800	47900	48000	49700	50350	52600	51900	39000	
Mean	0	0	38200	39700	41350	41900	44400	46050	46550	50300	54450	56650	59700	60500	63200	63600	65850	67800	55000	
Supporting Data																				
Total Number	14	59	104	138	148	186	190	202	189	434	357	299	331	297	329	287	252	450	4266	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	54600	57650	60750	66750	75100	82250	87850	91900	94600	96150	97000	97500	92650	4.4
Upper Quartile	0	0	0	0	0	0	51100	53800	56450	61550	68550	74350	78850	82050	84150	85400	86000	86400	81450	4.4
Median	0	0	0	0	0	0	46500	48650	50850	55150	61250	66550	70800	73900	75900	77000	77450	77300	71350	2.2
Lower Quartile	0	0	0	0	0	0	44300	46250	48200	51800	56600	60400	63250	65250	66500	67250	67650	67850	61300	4.4
Lower Decile	0	0	0	0	0	0	39500	41100	42700	45800	50100	53750	56600	58700	60000	60800	61100	61100	53850	2.2
Mean	0	0	0	0	0	0	46650	48850	51050	55450	61700	67250	71750	75100	77350	78650	79250	79350	72750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58150	62400	62250	66150	74800	79650	85850	87950	95150	97000	99900	99300	92650	
Upper Quartile	0	0	0	0	0	0	55250	58000	58600	61650	66600	72550	76000	79250	84750	87750	87800	87550	81450	
Median	0	0	0	0	0	0	51000	51900	54100	56900	60900	64000	69650	72300	74950	79750	77400	77550	71350	
Lower Quartile	0	0	0	0	0	0	47500	49500	49250	52200	54950	59100	61400	62750	68600	67550	68850	68700	61300	
Lower Decile	0	0	0	0	0	0	40100	44600	38450	47850	49400	53750	56000	56600	61250	60750	62050	60900	53850	
Mean	0	0	0	0	0	0	50550	52850	52500	57000	61600	66050	70100	72550	77450	79450	80250	79750	72750	
Supporting Data																				
Total Number	1	2	0	0	0	9	14	22	23	87	82	118	140	139	167	172	162	261	1399	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	3	3	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

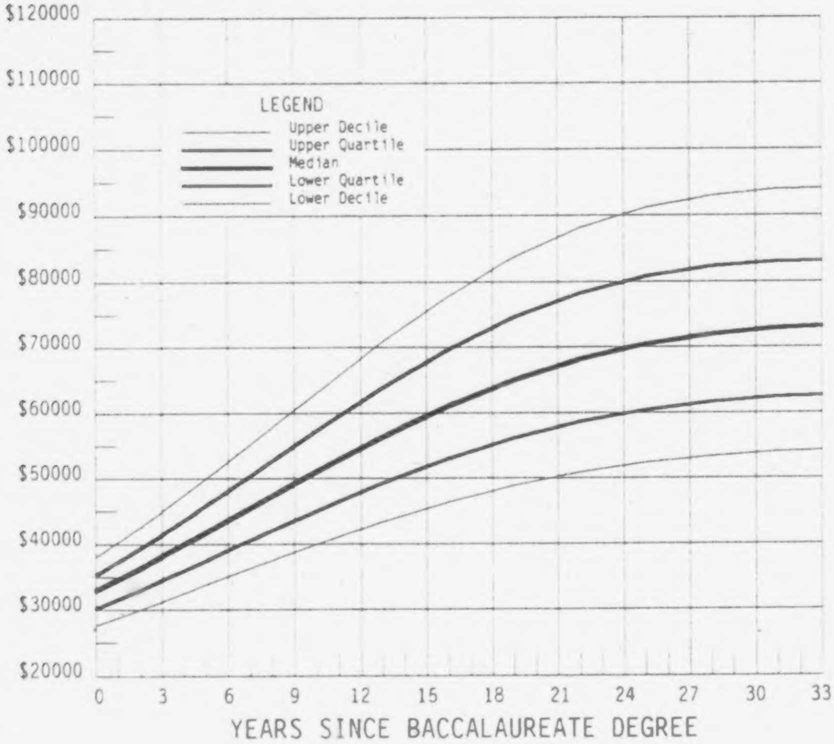
1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY, PHD

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70550	81050	90400	98000	103650	107450	109700	110900	111650	108750	4.4
Upper Quartile	0	0	0	0	0	0	0	0	0	66400	75150	82600	88400	92550	95250	96850	97700	98200	94000	4.4
Median	0	0	0	0	0	0	0	0	0	60400	67900	74300	79250	82800	85150	86550	87250	87700	82850	4.4
Lower Quartile	0	0	0	0	0	0	0	0	0	56150	62600	67900	72000	74850	76750	77850	78400	78750	73600	4.4
Lower Decile	0	0	0	0	0	0	0	0	0	51550	57150	61850	65500	68250	70200	71500	72300	73050	65500	3.4
Mean	0	0	0	0	0	0	0	0	0	61250	69150	75900	81250	85100	87650	89150	89950	90400	85250	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73800	83750	91500	94750	97400	104600	105850	117750	119200	108750	
Upper Quartile	0	0	0	0	0	0	0	0	0	69000	77000	81550	87500	88550	94800	93850	98750	104600	94000	
Median	0	0	0	0	0	0	0	0	0	64650	67000	76350	74900	80750	83600	86500	86650	93100	82850	
Lower Quartile	0	0	0	0	0	0	0	0	0	57500	61000	69850	70550	75150	74950	78500	76350	81750	73600	
Lower Decile	0	0	0	0	0	0	0	0	0	53300	54500	62250	65600	68150	71800	71600	68150	75400	65500	
Mean	0	0	0	0	0	0	0	0	0	63100	69700	76700	79300	83100	86800	87450	90000	95300	85250	
Supporting Data																				
Total Number	0	1	0	0	0	2	1	1	3	11	15	27	42	51	69	79	62	74	438	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	3	3	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	52750	55300	57850	62850	69900	75950	80700	83950	85950	86850	87050	86350	82900	2.2
Upper Quartile	0	0	0	0	0	0	49800	52100	54400	58900	65200	70500	74600	77350	78950	79650	79750	78950	75450	2.2
Median	0	0	0	0	0	0	46400	48400	50400	54250	59600	64100	67600	70100	71600	72350	72600	72250	66200	2.2
Lower Quartile	0	0	0	0	0	0	43450	45200	46900	50250	54700	58450	61200	63100	64200	64700	64800	64350	58500	2.2
Lower Decile	0	0	0	0	0	0	39550	41000	42450	45250	49050	52250	54750	56500	57650	58300	58600	58650	51800	2.2
Mean	0	0	0	0	0	0	46500	48500	50450	54350	59700	64250	67750	70200	71750	72500	72700	72400	67050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	58250	61800	62000	63850	71300	74450	78900	78100	84450	85700	90000	88150	82900	
Upper Quartile	0	0	0	0	0	0	55600	57000	58400	60550	64600	68100	73850	73700	77150	81300	80850	80050	75450	
Median	0	0	0	0	0	0	51500	51700	54500	56200	59850	62350	65700	66650	70800	72600	73250	73750	66200	
Lower Quartile	0	0	0	0	0	0	48250	49250	50750	51750	53900	57700	59000	60750	63850	64300	66200	65300	58500	
Lower Decile	0	0	0	0	0	0	44900	44300	38000	47800	49000	52300	52900	53500	58150	57650	60750	59000	51800	
Mean	0	0	0	0	0	0	51400	52450	53200	56100	59750	62900	66150	66400	70900	72650	74200	73550	67050	
Supporting Data																				
Total Number	1	1	0	0	0	7	13	21	20	76	67	91	98	88	98	93	100	187	961	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

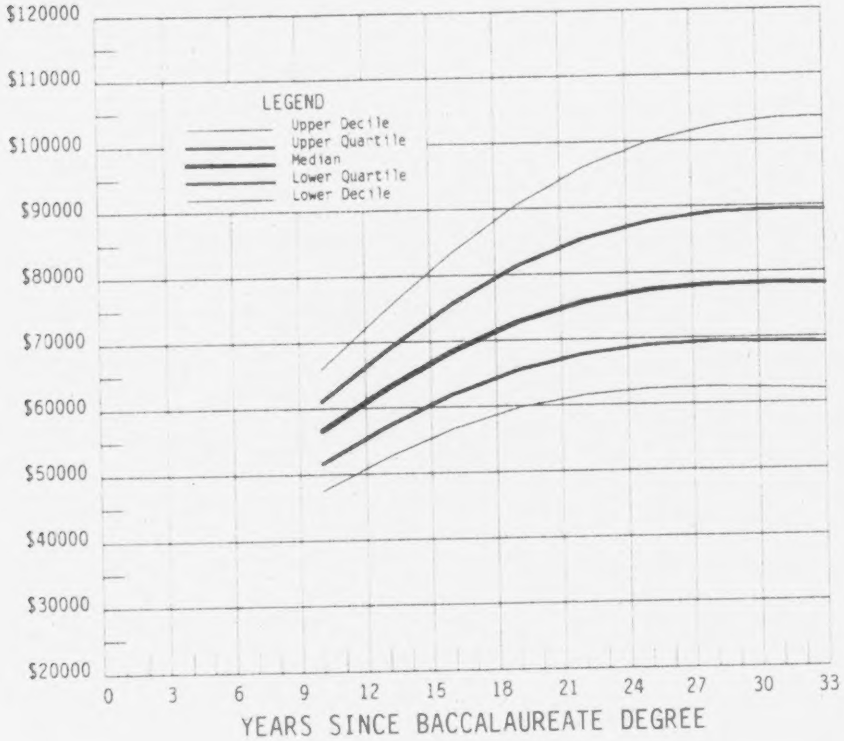
SALARY CURVES FOR ENGINEERS IN CONSULTING
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	40250	42550	44950	47400	49900	52500	55150	57800	63100	70850	77850	83650	88100	91150	92950	93900	94250	83350	2.2
Upper Quartile	35250	37250	39300	41400	43600	45800	48050	50350	52650	57250	63850	69750	74600	78250	80750	82250	83000	83300	71650	2.2
Median	32950	34650	36350	38150	39950	41750	43600	45500	47350	51050	56350	61100	65050	68200	70450	72000	72950	73800	58150	2.2
Lower Quartile	30150	31600	33050	34500	36000	37500	39050	40550	42100	45050	49250	53000	56150	58600	60400	61650	62450	63250	45150	2.2
Lower Decile	27600	28800	30000	31250	32500	33800	35050	36300	37550	39950	43350	46350	48850	50850	52300	53300	54000	54750	36500	2.2
Mean	33000	34700	36450	38250	40100	41950	43850	45750	47650	51450	56850	61750	65900	69150	71500	73100	74100	75000	59600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37350	40500	43150	44700	47900	49400	53500	55150	57400	63900	69900	78150	84050	87350	89100	91900	95500	94950	83350	
Upper Quartile	35350	37100	39750	41200	43700	44450	48200	50050	52300	58350	63550	69950	75300	77650	79800	81800	81900	84100	71650	
Median	33850	34450	36450	37350	39600	40450	43100	45100	45800	52000	56500	61700	66550	68600	69900	71100	71200	74050	58150	
Lower Quartile	31200	31300	33250	33600	35100	36600	38800	40200	40000	45750	49150	54100	57750	59350	59600	61050	61150	63150	45150	
Lower Decile	28650	28800	30550	30050	31450	33100	35000	35450	35400	40350	43550	47650	50350	51400	51800	52400	53300	54450	36500	
Mean	33450	34650	36850	37600	39900	41000	43600	45400	46250	52250	56650	62500	67150	69450	70450	72250	73300	75250	59600	
Supporting Data																				
Total Number	212	306	327	379	326	393	386	390	409	1049	992	942	1064	907	791	735	687	1518	11813	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	4	5	21	35	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	5	

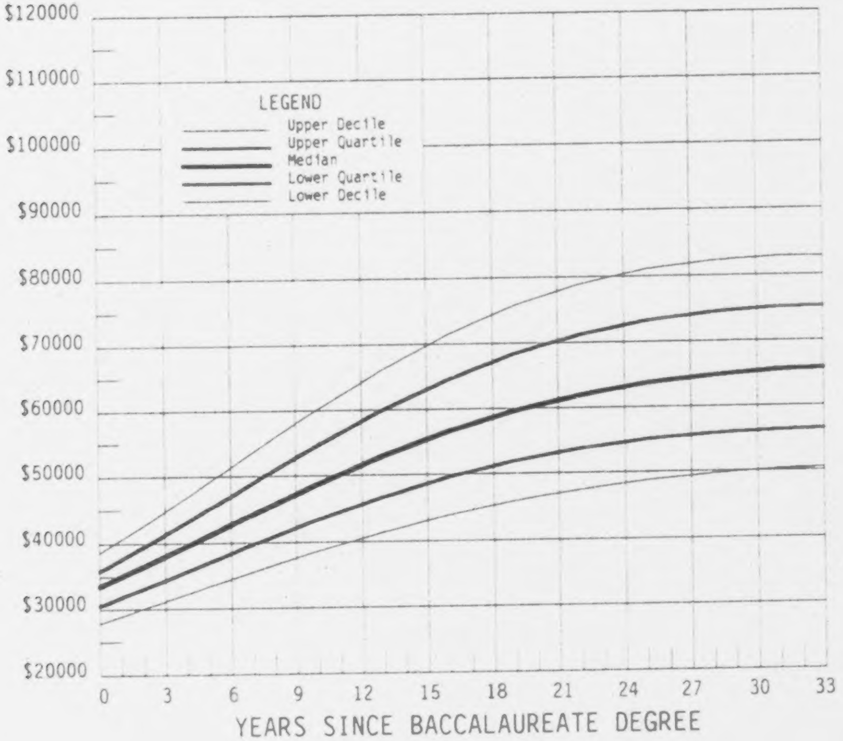
SALARY CURVES FOR ENGINEERS IN CONSULTING
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65950	75000	83400	90550	96050	99900	102200	103350	103750	95000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61050	68800	75700	81250	85250	87800	89100	89500	89000	83150	2.2
Median	0	0	0	0	0	0	0	0	0	56600	63000	68500	72750	75700	77400	78100	78250	77450	72900	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51600	57200	61900	65450	67750	69000	69450	69400	68450	64200	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47400	52500	56650	59650	61500	62400	62550	62250	61100	57500	2.2
Mean	0	0	0	0	0	0	0	0	0	56650	63450	69400	74200	77600	79750	80800	81150	80700	75150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	72450	74900	84100	89600	93950	94900	99100	107100	106550	95000	
Upper Quartile	0	0	0	0	0	0	0	0	0	66250	69400	76150	80050	83100	85600	87550	89400	91550	83150	
Median	0	0	0	0	0	0	0	0	0	61050	63100	68300	72050	74850	76550	76750	75850	79800	72900	
Lower Quartile	0	0	0	0	0	0	0	0	0	55150	57000	61550	65050	67550	68200	67700	68650	69950	64200	
Lower Decile	0	0	0	0	0	0	0	0	0	49250	53100	56950	59100	61100	61100	61300	62100	62250	57500	
Mean	0	0	0	0	0	0	0	0	0	61100	63450	69700	73300	76550	77850	79350	80750	82750	75150	
Supporting Data																				
Total Number	0	2	4	2	6	6	12	23	18	187	294	418	597	514	406	382	351	727	3949	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	4	5	21	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	

SALARY CURVES FOR ENGINEERS IN CONSULTING
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Da.a																				
Upper Decile	38500	40550	42600	44750	46900	49100	51300	53550	55750	60100	66200	71550	75800	78900	81000	82200	82800	82900	72250	2.2-
Upper Quartile	35800	37550	39400	41250	43150	45100	47000	48950	50850	54650	59950	64600	68400	71250	73200	74450	75150	75600	61000	2.2
Median	33450	34950	36450	38000	39550	41100	42700	44250	45750	48750	52950	56600	59600	61950	63650	64800	65550	66250	50300	2.2
Lower Quartile	30500	31750	33100	34400	35700	37050	38350	39650	40900	43400	46750	49650	51950	53700	54950	55800	56250	56700	40500	2.2
Lower Decile	27900	28950	30050	31150	32250	33350	34450	35500	36550	38600	41400	43900	45950	47550	48750	49650	50250	50950	34500	2.2
Mean	33350	34900	36450	38050	39650	41250	42850	44450	46050	49150	53450	57150	60250	62550	64200	65300	65950	66500	51850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37350	40300	42850	44600	47300	48950	53100	54300	56800	60850	65900	69900	74500	74350	79200	82200	83600	85400	72250	
Upper Quartile	35350	37050	39550	41150	43500	44150	48000	49600	51800	55850	60350	63300	66650	67150	71350	74250	75450	78050	61000	
Median	33850	34400	36350	37350	39500	40300	43050	44650	45500	50550	53300	56200	58550	59800	61650	63850	64100	68550	50300	
Lower Quartile	31200	31250	33200	33600	35000	36550	38850	39900	39850	44700	47250	50100	51550	52150	53450	54900	55400	58000	40500	
Lower Decile	28650	28800	30500	30050	31400	33000	35150	35300	35200	39550	41850	44300	45950	47250	48050	49050	49900	51250	34500	
Mean	33450	34450	36500	37550	39450	40750	43500	44850	46000	50300	53800	56800	59300	60100	62600	64600	65450	68350	51850	
Supporting Data																				
Total Number	212	304	323	377	320	387	374	367	391	862	698	524	467	393	385	353	336	791	7864	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	4	

1992 ENGINEERING SALARY STATISTICS: CONSULTING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	40200	42450	44800	47200	49650	52200	54700	57300	62400	69700	76250	81550	85500	88100	89600	90300	90300	78850	2.2
Upper Quartile	35150	37050	39000	41050	43100	45200	47300	49450	51600	55850	61950	67350	71800	75150	77500	78950	79700	80150	66950	2.2
Median	32800	34350	35950	37600	39250	40950	42650	44350	46050	49400	54200	58500	62150	65050	67200	68700	69700	70750	53400	2.2
Lower Quartile	29850	31150	32500	33850	35200	36550	37900	39250	40600	43250	47000	50350	53200	55450	57200	58450	59300	60300	41150	2.2
Lower Decile	27500	28550	29650	30750	31850	33000	34100	35200	36250	38400	41400	44050	46350	48250	49750	50900	51700	52800	34300	2.2
Mean	32900	34500	36150	37850	39550	41300	43050	44800	46550	50000	54950	59400	63150	66150	68350	69900	70900	71900	55450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	40000	43000	43950	48150	49650	53000	55050	57900	63000	69400	76650	82200	82950	84700	86150	90450	93000	78850	
Upper Quartile	35400	36900	39450	40650	43200	43800	47000	49250	52100	56900	61850	68200	72050	74600	75650	77200	77900	81650	66950	
Median	33950	34300	36250	36600	38500	39300	42400	44150	44600	50700	54500	59500	63750	65900	65200	66350	68600	71300	53400	
Lower Quartile	31350	31200	32700	32650	33600	35650	37950	38350	38800	44450	47600	51300	54850	56500	54950	56950	58050	60650	41150	
Lower Decile	28750	28700	30200	29600	30650	32000	34250	34200	34000	39600	41750	44800	47250	49400	49250	50150	51100	52400	34300	
Mean	33550	34450	36600	37000	39150	40300	42800	44500	45700	51050	55050	60300	64250	66300	66150	67850	69900	72850	55450	
Supporting Data																				
Total Number	204	282	271	288	225	259	249	227	268	625	587	487	519	450	375	342	322	854	6834	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	12	15	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	5	

1992 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65600	74050	81650	87850	92400	95350	96900	97500	97100	90800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61100	68500	74950	79950	83300	85250	86050	86050	84950	80550	2.2
Median	0	0	0	0	0	0	0	0	0	55850	61950	67100	71050	73800	75350	76050	76150	75450	70950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51050	56350	60700	64000	66100	67200	67550	67450	66500	62600	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	46500	51250	55200	58050	59900	60800	61050	60850	59900	55900	2.2
Mean	0	0	0	0	0	0	0	0	0	56100	62500	68050	72400	75450	77300	78150	78350	77750	72750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71600	75100	84000	87200	87250	90350	89900	99000	101950	90800	
Upper Quartile	0	0	0	0	0	0	0	0	0	65750	69850	75900	79050	79850	82350	82550	84500	88450	80550	
Median	0	0	0	0	0	0	0	0	0	59300	62350	68000	69750	73000	73500	73550	73550	78100	70950	
Lower Quartile	0	0	0	0	0	0	0	0	0	53300	56150	61850	63650	65750	65050	64300	66800	68350	62600	
Lower Decile	0	0	0	0	0	0	0	0	0	47600	50700	56600	57800	59900	58850	59150	61050	60850	55900	
Mean	0	0	0	0	0	0	0	0	0	59700	62850	69500	71600	73600	74350	74800	77300	80600	72750	
Supporting Data																				
Total Number	0	2	4	2	6	4	7	16	14	126	164	198	280	256	193	183	182	443	2080	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	12	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	

1992 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40450	42450	44450	46500	48600	50650	52700	54750	58650	64000	68500	71950	74300	75750	76450	76700	76300	65700	2.2
Upper Quartile	35650	37350	39100	40850	42650	44400	46200	47950	49700	53100	57750	61700	64800	67050	68550	69400	69800	69900	55750	2.2
Median	33200	34600	36000	37450	38850	40300	41700	43100	44450	47100	50700	53700	56150	57950	59200	60000	60450	60750	46300	2.2
Lower Quartile	30050	31250	32450	33650	34900	36100	37250	38450	39600	41800	44800	47350	49350	50900	52000	52700	53150	53550	37500	2.2
Lower Decile	27700	28700	29700	30650	31650	32600	33550	34500	35450	37200	39700	41850	43650	45150	46250	47100	47700	48450	32800	2.2
Mean	33150	34600	36100	37550	39050	40500	42000	43450	44850	47650	51400	54600	57150	59050	60350	61150	61600	61900	47900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	39800	42650	43850	47350	49150	52750	54000	57150	58900	63850	67100	68550	68300	71950	76500	76650	80600	65700	
Upper Quartile	35400	36850	39250	40600	42900	43600	46850	48650	51300	54450	58200	60200	62500	63600	64750	67800	68800	73600	55750	
Median	33950	34250	36150	36600	38300	39200	42400	43650	44100	48950	51250	53550	55350	56000	55450	58650	58200	63450	46300	
Lower Quartile	31350	31150	32650	32600	33500	35600	38100	37950	38400	43250	45900	47600	48800	50050	50850	51450	51900	54450	37500	
Lower Decile	28750	28700	30150	29550	30600	31950	34350	34000	33850	38900	40400	41550	44000	45200	45150	45850	45500	49400	32800	
Mean	33550	34250	36150	36950	38500	40050	42850	43800	45300	48900	52000	54000	55650	56700	57500	59850	60250	64500	47900	
Supporting Data																				
Total Number	204	280	267	286	219	255	242	211	254	499	423	289	239	194	182	159	140	411	4754	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	4	

1992 ENGINEERING SALARY STATISTICS: CONSULTING, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42300	44750	47250	49850	52500	55200	57900	63450	71500	78850	84950	89650	92850	94800	95750	96050	86000	2.2
Upper Quartile	0	0	39700	41900	44150	46450	48750	51150	53500	58250	65050	71100	76050	79750	82150	83600	84250	84300	74200	2.2
Median	0	0	37150	39000	40900	42850	44800	46750	48750	52600	58150	63000	67000	70050	72150	73450	74150	74600	61700	2.2
Lower Quartile	0	0	34350	35950	37550	39200	40850	42500	44100	47250	51700	55450	58500	60750	62300	63200	63650	63900	50200	2.2
Lower Decile	0	0	31900	33250	34600	36000	37350	38700	40050	42650	46200	49300	51800	53650	54950	55800	56300	56650	41200	2.2
Mean	0	0	37150	39000	40950	42950	44950	46950	49000	53000	58700	63800	68000	71200	73450	74850	75650	76100	63250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43750	46200	47000	48500	53500	54800	55700	64300	70250	78750	85900	91500	90300	96250	97150	95000	86000	
Upper Quartile	0	0	40550	42650	44600	45100	49100	50600	51900	59500	65000	70600	76700	80150	81750	82500	81900	85600	74200	
Median	0	0	37550	39300	40850	41950	44700	45750	47250	52750	58650	63050	69000	70450	71850	71350	71650	75650	61700	
Lower Quartile	0	0	35100	36250	38500	38850	40000	41800	41950	47350	51900	56250	59900	61500	61100	61850	61300	65000	50200	
Lower Decile	0	0	34100	34150	36000	36000	37000	38500	38150	41500	46050	50900	53300	53600	53900	55000	54750	57350	41200	
Mean	0	0	38100	39500	41550	42100	44750	46200	47000	53250	58650	64300	69450	72150	72150	73550	74000	76850	63250	
Supporting Data																				
Total Number	8	23	56	91	101	130	130	149	126	363	347	358	447	361	302	270	267	501	4030	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	2	8	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smootn Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67450	76350	84350	91100	96500	100600	103550	105500	107450	96350	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62300	69700	76050	81250	85250	88200	90200	91500	92700	84200	3.4
Median	0	0	0	0	0	0	0	0	0	58700	64600	69350	72900	75500	77250	78350	79000	79550	73650	3.8
Lower Quartile	0	0	0	0	0	0	0	0	0	54050	59100	63000	65850	67850	69150	69950	70400	70750	65050	4.0
Lower Decile	0	0	0	0	0	0	0	0	0	50850	55150	58200	60250	61600	62400	62850	63100	63250	59150	4.4
Mean	0	0	0	0	0	0	0	0	0	58800	65250	70600	74800	77900	80100	81550	82450	83200	76300	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73050	74500	83450	91400	96800	95500	105900	111200	106900	96350	
Upper Quartile	0	0	0	0	0	0	0	0	0	67450	68250	75000	80600	86500	86550	90000	94800	92500	84200	
Median	0	0	0	0	0	0	0	0	0	62550	63600	67400	73250	76750	78100	77200	76750	80750	73650	
Lower Quartile	0	0	0	0	0	0	0	0	0	59450	58050	60450	66300	68600	69550	70100	70050	71100	65050	
Lower Decile	0	0	0	0	0	0	0	0	0	54650	54100	56950	60050	62350	61950	63600	62750	63750	59150	
Mean	0	0	0	0	0	0	0	0	0	64050	64050	69050	74500	78800	78950	81800	82900	84050	76300	
Supporting Data																				
Total Number	0	0	0	0	0	1	4	7	2	52	121	195	282	219	163	140	125	232	1543	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	2	8	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42800	44950	47100	49350	51550	53800	56000	60400	66600	72050	76450	79700	81900	83250	83950	84250	75000	2.2
Upper Quartile	0	0	40150	42050	44000	45950	47900	49850	51800	55650	61050	65750	69550	72400	74400	75650	76350	76800	63400	2.2
Median	0	0	37600	39200	40800	42400	43950	45550	47100	50150	54350	58000	61000	63250	64900	66000	66650	67250	53350	2.2
Lower Quartile	0	0	34750	36100	37500	38900	40250	41600	42900	45450	48900	51800	54100	55850	57000	57750	58150	58450	44650	2.2
Lower Decile	0	0	32300	33450	34650	35800	36950	38100	39200	41350	44250	46700	48700	50250	51350	52100	52550	53050	38750	2.2
Mean	0	0	37550	39200	40850	42500	44150	45800	47400	50600	54950	58750	61800	64150	65750	66800	67400	67850	55100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43750	46200	47000	48350	52600	54200	55300	62250	66850	70550	74900	75450	80600	81800	83600	87400	75000	
Upper Quartile	0	0	40550	42650	44600	45000	48800	50250	51600	56900	62200	64450	67950	68150	73300	72250	76100	80550	63400	
Median	0	0	37550	39300	40850	41900	44400	45400	47100	51600	55300	57300	59600	61350	62300	63550	64500	71150	53350	
Lower Quartile	0	0	35100	36250	38500	38800	39900	41650	41850	46350	49600	51900	53400	54050	55350	56650	56800	60700	44650	
Lower Decile	0	0	34100	34150	36000	36000	36900	38400	38100	40650	44600	47500	48950	50050	50500	51000	51850	54050	38750	
Mean	0	0	38100	39500	41550	42050	44400	45850	46800	51450	55750	58600	60900	61900	64200	64700	66100	70700	55100	
Supporting Data																				
Total Number	8	23	56	91	101	129	126	142	124	311	226	163	165	142	139	130	142	269	2487	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSULTING, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	57000	59900	65550	73600	80800	86850	91700	95250	97750	99350	100700	93900	3.4
Upper Quartile	0	0	0	0	0	0	0	53450	56050	61100	68050	74100	79050	82900	85700	87600	88800	89850	83100	3.4
Median	0	0	0	0	0	0	0	50150	52400	56800	62750	67800	71900	75050	77300	78850	79800	80650	73400	3.4
Lower Quartile	0	0	0	0	0	0	0	45250	47200	51000	56250	60800	64550	67450	69550	71000	71950	72750	63250	3.4
Lower Decile	0	0	0	0	0	0	0	40950	42700	46050	50700	54750	58050	60650	62600	63900	64750	65500	55800	3.4
Mean	0	0	0	0	0	0	0	49400	51700	56150	62400	67900	72500	76100	78800	80600	81800	82800	74300	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	61200	59600	66950	71350	80300	86200	89500	96350	98100	100600	101100	93900	
Upper Quartile	0	0	0	0	0	0	0	54500	57800	63000	66200	73650	78000	80000	86600	88100	89400	91000	83100	
Median	0	0	0	0	0	0	0	51200	52500	58450	61600	66150	72550	73850	76550	81150	80600	80100	73400	
Lower Quartile	0	0	0	0	0	0	0	47750	40600	53450	56900	59800	64850	64550	70450	72850	70750	73100	63250	
Lower Decile	0	0	0	0	0	0	0	42200	37000	48650	49700	55200	58400	56600	65350	64500	64400	65450	55800	
Mean	0	0	0	0	0	0	0	51150	50300	58150	61150	67050	72050	73850	79850	81650	82450	82850	74300	
Supporting Data																				
Total Number	0	1	0	0	0	4	7	14	15	61	58	97	98	96	114	123	98	163	949	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	2	1	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

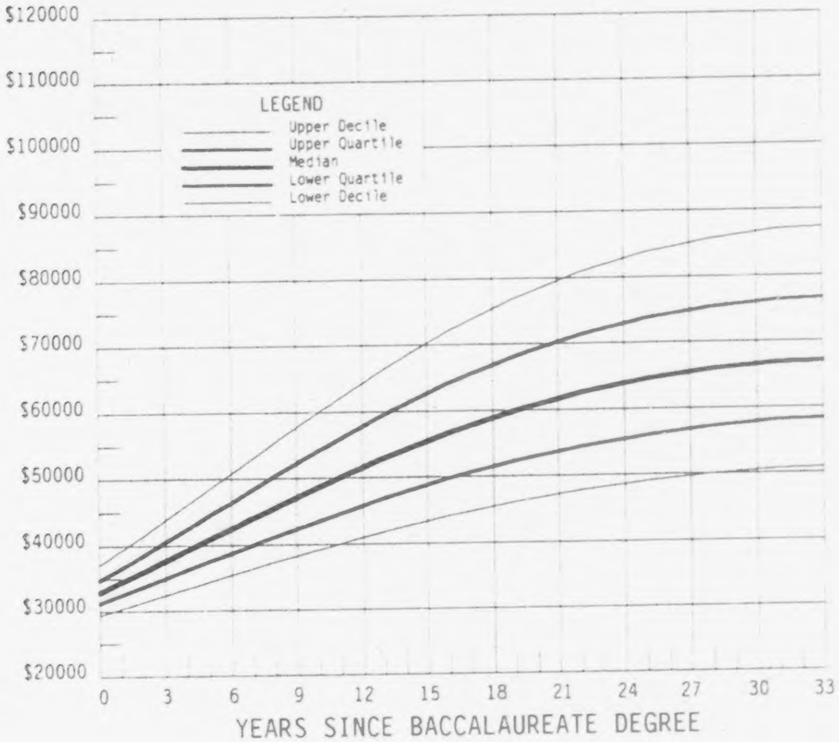
1992 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	85400	93600	100600	106300	110650	113750	117400	106700	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	79400	85650	90600	94350	97000	98700	100300	94150	3.4
Median	0	0	0	0	0	0	0	0	0	0	0	71900	77300	81650	84850	87100	88550	89800	82400	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	68400	72100	74700	76450	77600	78250	78800	73250	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	62000	65400	67800	69400	70450	71050	71600	65550	3.4
Mean	0	0	0	0	0	0	0	0	0	0	0	73750	79300	83700	87000	89250	90650	91900	84800	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	87500	92500	97600	110000	107500	116450	117500	106700	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	80950	85300	89250	95400	94450	98000	103550	94150	
Median	0	0	0	0	0	0	0	0	0	0	0	76350	74600	80400	84000	85750	86250	95400	82400	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	70150	70500	75800	74900	78750	74000	82500	73250	
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	63000	65000	66550	70000	71600	66800	74400	65550	
Mean	0	0	0	0	0	0	0	0	0	0	0	75850	77550	83400	87700	87650	88900	95150	84800	
Supporting Data																				
Total Number	0	0	0	0	0	1	1	0	2	9	9	25	35	39	50	59	44	52	326	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	2	1	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	55350	57850	62900	70050	76300	81250	84800	87050	88200	88650	88250	84700	2.2
Upper Quartile	0	0	0	0	0	0	0	51950	54300	58950	65550	71250	75850	79150	81200	82300	82750	82450	77700	2.2
Median	0	0	0	0	0	0	0	48850	50900	55000	60750	65750	69750	72700	74650	75750	76250	76300	68650	2.2
Lower Quartile	0	0	0	0	0	0	0	44950	46800	50450	55550	59900	63350	65800	67400	68250	68550	68450	60350	2.2
Lower Decile	0	0	0	0	0	0	0	39850	41400	44550	49000	52950	56250	58800	60600	61850	62550	63200	52800	2.2
Mean	0	0	0	0	0	0	0	48250	50350	54400	60200	65200	69250	72250	74200	75350	75900	75950	68850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	61200	59750	65450	69450	75200	80700	79050	86600	87600	91600	89650	84700	
Upper Quartile	0	0	0	0	0	0	0	54500	58200	62000	64900	69350	76100	74700	79550	82800	83850	84100	77700	
Median	0	0	0	0	0	0	0	51200	54500	57650	61000	63200	69650	69250	73100	77200	77150	77400	68650	
Lower Quartile	0	0	0	0	0	0	0	47750	50250	52550	56500	58300	62150	61000	68550	68000	69000	69900	60350	
Lower Decile	0	0	0	0	0	0	0	42200	36600	47300	48350	53900	56750	51700	62400	63500	63500	63400	52800	
Mean	0	0	0	0	0	0	0	51150	51750	57050	60100	63950	69000	67300	73700	76150	77200	77050	68850	
Supporting Data																				
Total Number	0	1	0	0	0	3	6	14	13	52	49	72	63	57	64	64	54	111	623	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

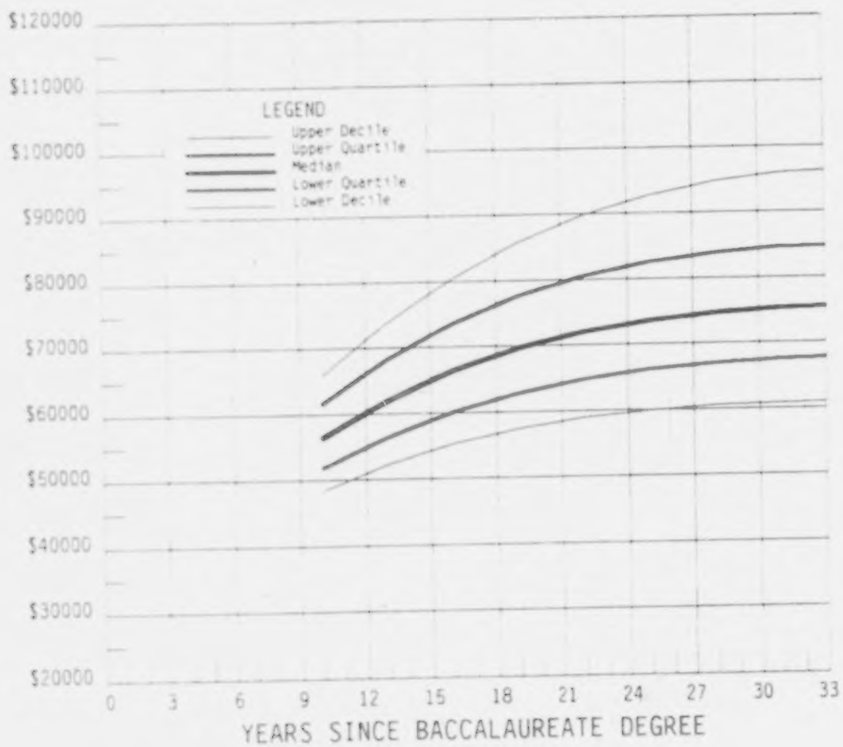
SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37050	39250	41450	43750	46050	48400	50750	53050	55400	59950	66400	72150	76950	80850	83750	85750	87050	88150	75850	3.6
Upper Quartile	34700	36600	38550	40500	42450	44450	46400	48400	50350	54150	59500	64200	68150	71300	73700	75300	76350	77250	65350	3.6
Median	32850	34450	36050	37650	39250	40850	42450	44050	45600	48650	52900	56700	59900	62500	64450	65900	66800	67700	53350	3.4
Lower Quartile	31250	32500	33750	35000	36300	37550	38750	40000	41200	43550	46850	49800	52300	54400	56000	57200	58050	58900	42550	3.2
Lower Decile	29350	30350	31400	32400	33400	34400	35400	36400	37350	39200	41800	44100	46100	47750	49050	50000	50650	51300	36100	3.2
Mean	33200	34750	36350	38000	39650	41250	42900	44500	46100	49250	53700	57650	61050	63800	65900	67450	68450	69400	55250	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	37150	40100	42200	43400	45850	46650	51100	53050	53650	60350	65800	73100	80050	82800	84050	84400	84650	86200	75850	
Upper Quartile	34700	37100	39050	40350	42450	43300	46350	48600	49050	54250	58800	65150	70200	73450	74250	74400	74750	75250	65350	
Median	33100	34750	36200	37200	39200	40300	42350	44150	44650	48600	52300	57850	61500	63450	64800	65500	66800	65550	53350	
Lower Quartile	31600	32600	33950	34500	36000	37050	39050	40500	40350	43500	46150	50700	53400	55050	56250	57200	58550	57100	42550	
Lower Decile	29500	30150	32050	31700	33250	34250	35700	36700	36550	39100	41550	44750	46300	48300	49100	50500	51750	49650	36100	
Mean	33350	35150	36800	37650	39500	40550	42950	44750	45000	49300	53050	58650	62650	65000	65850	67000	67850	67850	55250	
Supporting Data																				
Total Number	244	386	382	432	433	452	463	448	423	1123	1088	940	1133	981	939	832	742	1177	12618	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	3	2	17	27	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

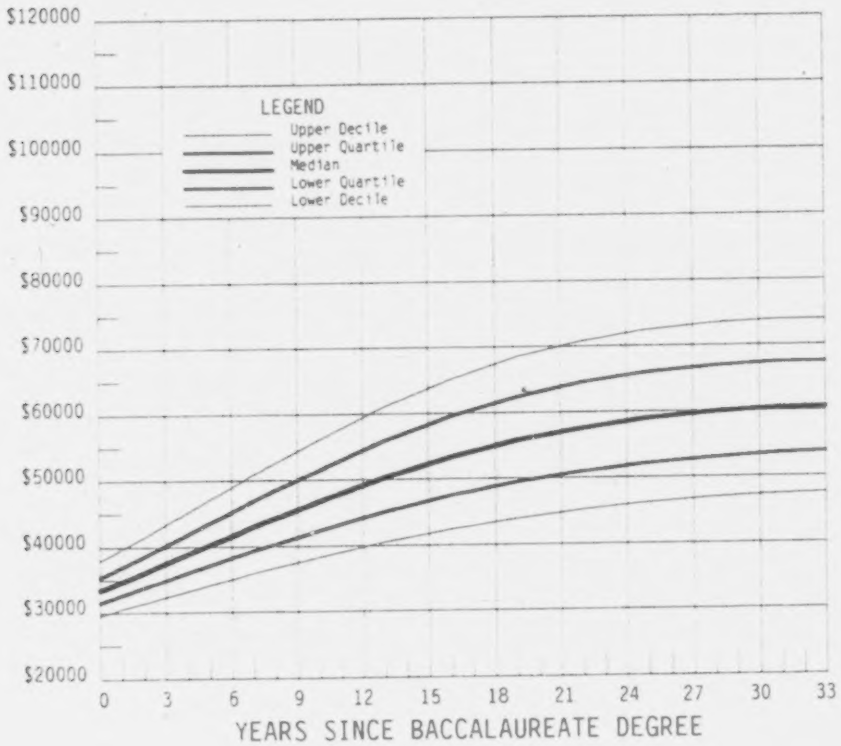
SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0		0	0	65850	73700	80350	85700	89750	92700	94700	95950	97100	89000	3.4
Upper Quartile	0	0	0	0	0	0		0	0	61550	68200	73500	77600	80500	82500	83800	84550	85150	78750	3.8
Median	0	0	0	0	0	0	0	0	0	56400	61950	66350	69650	72000	73600	74650	75250	75750	69800	3.8
Lower Quartile	0	0	0	0	0	0	0	0	0	51750	56400	60050	62800	64800	66150	67000	67550	68000	61200	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	48300	52250	55250	57400	58900	59850	60450	60800	61100	54250	3.8
Mean	0	0	0	0	0	0	0	0	0	56950	62750	67500	71150	73800	75650	76850	77600	78250	71300	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	62000	0	67950	72150	79050	86800	88950	90250	94150	93750	102200	89000	
Upper Quartile	0	0	0	0	0	0	0	55250	0	62800	66950	72600	78250	80550	82850	83250	83000	86600	78750	
Median	0	0	0	0	0	0	0	49500	0	57800	61000	65650	69700	72650	74350	73800	73900	76650	69800	
Lower Quartile	0	0	0	0	0	0	0	46250	0	53150	55500	59600	62950	64500	66950	66050	68050	68350	61200	
Lower Decile	0	0	0	0	0	0	0	41750	0	48700	52700	55650	56950	57950	60600	59600	62050	61350	54250	
Mean	0	0	0	0	0	0	0	50800	0	58250	62000	67100	71300	73550	75150	76000	76700	80500	71300	
Supporting Data																				
Total Number	0	4	6	9	17	24	24	35	31	183	266	365	519	476	380	354	287	416	3396	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	3	2	17	27	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37850	39650	41500	43350	45200	47050	48900	50800	52600	56150	61000	65150	68450	70800	72400	73350	73800	74000	66000	2.2
Upper Quartile	35350	36950	38550	40200	41900	43550	45200	46850	48450	51550	55850	59500	62400	64550	66000	66900	67400	67700	57600	2.2
Median	33350	34700	36050	37450	38850	40200	41600	42950	44250	46800	50300	53300	55750	57600	58950	59850	60400	60950	47800	2.2
Lower Quartile	31550	32700	33800	34900	36050	37150	38250	39300	40350	42350	45100	47500	49450	50950	52150	52950	53550	54200	39850	2.2
Lower Decile	29550	30500	31400	32300	33200	34100	35000	35850	36700	38300	40500	42350	43900	45200	46150	46850	47350	48000	34800	2.2
Mean	33600	34950	36350	37750	39100	40500	41900	43250	44600	47150	50650	53650	56100	57950	59250	60100	60650	61150	49350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37150	39950	41650	43100	45450	46100	50550	52350	52650	57100	60250	63700	66900	69400	72300	73400	75700	74700	66000	
Upper Quartile	34700	37000	38900	40200	42150	43000	45900	47950	48450	52000	55200	58950	61650	63200	66300	66800	69050	67850	57600	
Median	33100	34700	36150	37150	39050	40050	42100	43750	44100	47050	49750	53150	55350	56850	59050	60000	61800	60700	47800	
Lower Quartile	31600	32600	33900	34450	35850	36950	38950	40200	40050	42600	44800	47550	48700	50050	52450	53300	55300	53650	39850	
Lower Decile	29500	30100	32050	31650	33100	34150	35550	36450	36450	38500	40200	42050	43650	44550	45800	47900	49350	47200	34800	
Mean	33350	34950	36600	37400	39200	40150	42600	44200	44450	47550	50200	53300	55350	56900	59500	60350	62300	60950	49350	
Supporting Data																				
Total Number	244	382	376	423	416	428	439	413	392	940	822	575	614	505	559	478	455	761	9222	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37100	39050	41100	43150	45300	47450	49650	51900	54100	58500	64800	70400	75000	78550	81050	82650	83500	84100	72100	2.2
Upper Quartile	34650	36350	38100	39900	41750	43600	45450	47300	49150	52800	58000	62550	66300	69150	71200	72550	73350	73950	61300	2.2
Median	32900	34300	35750	37200	38650	40100	41600	43050	44500	47300	51300	54900	57950	60400	62250	63600	64400	65150	49350	3.6
Lower Quartile	31250	32350	33500	34650	35750	36900	38000	39150	40250	42400	45450	48150	50500	52400	53900	54950	55700	56350	40050	3.4
Lower Decile	29300	30200	31100	32050	32950	33900	34800	35700	36550	38250	40650	42750	44550	46000	47150	47950	48500	49000	34650	3.4
Mean	33100	34550	36050	37550	39050	40600	42100	43600	45150	48100	52250	55900	59000	61500	63350	64650	65500	66500	51900	2.2
Raw (Unsmootned) Statistics																				
Upper Decile	36850	39450	41400	42900	45350	46300	49750	53050	52500	59450	63800	71750	76750	76700	80900	79900	82700	85800	72100	
Upper Quartile	34600	36700	38250	39900	41900	42850	45350	48050	47700	53000	56950	63600	66900	70250	71800	72200	73200	73200	61300	
Median	33050	34550	35800	36750	38650	39700	41650	43700	43300	47500	50700	56400	58750	60650	62200	63650	65200	63450	49350	
Lower Quartile	31600	32400	33450	34100	35650	36500	38500	39750	39200	42700	45050	48900	50800	52500	53450	55800	56700	55050	40050	
Lower Decile	29600	30000	31600	31400	32900	33700	35000	35750	35700	38600	40500	43400	44150	46900	46350	48900	49850	47600	34650	
Mean	33200	34750	36350	37100	39100	40100	42100	44200	43850	48400	51500	57050	59550	61550	63150	64400	65750	66150	51900	
Supporting Data																				
Total Number	230	330	300	338	337	331	323	307	280	789	733	550	610	515	473	425	411	691	7973	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	11	12	
Less Tnan $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	57900	60750	66100	73150	78900	83300	86500	88650	90000	90800	91350	85100	4.0
Upper Quartile	0	0	0	0	0	0	0	53600	56100	60900	67050	71950	75600	78200	79950	81000	81650	82100	75750	4.0
Median	0	0	0	0	0	0	0	49350	51500	55500	60700	64800	67900	70150	71650	72650	73200	73650	67250	3.8
Lower Quartile	0	0	0	0	0	0	0	46000	47800	51200	55500	58850	61300	63050	64200	64900	65300	65600	58700	4.0
Lower Decile	0	0	0	0	0	0	0	42550	44200	47150	50850	53700	55750	57150	58050	58650	58950	59200	51950	4.0
Mean	0	0	0	0	0	0	0	49800	51950	56100	61500	65800	69100	71500	73100	74150	74800	75300	68450	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	63600	0	62000	57800	66600	71300	77800	83250	82900	87950	87400	90450	99600	85100	
Upper Quartile	0	0	0	0	0	49600	0	55500	54300	61850	66150	72100	75900	75150	80450	78800	81450	86400	75750	
Median	0	0	0	0	0	45250	0	50000	51250	56400	59650	65200	67200	69650	73050	70950	72700	75350	67250	
Lower Quartile	0	0	0	0	0	41250	0	47200	47950	52100	54750	59400	60700	61050	65650	63750	66350	66900	58700	
Lower Decile	0	0	0	0	0	37100	0	41000	44150	48100	51000	54600	55500	55450	59250	56450	60150	60300	51950	
Mean	0	0	0	0	0	47350	0	51050	50500	57150	60800	66100	68500	69250	73250	72000	74550	79600	68450	
Supporting Data																				
Total Number	0	3	5	7	15	21	17	30	21	135	157	189	250	241	181	183	164	246	1865	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	11	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5		7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37400	39150	40950	42700	44500	46300	48100	49900	51600	55000	59600	63450	66450	68650	70050	70850	71200	71250	62750	2.2
Upper Quartile	35000	36550	38100	39650	41250	42800	44400	45950	47450	50400	54400	57800	60550	62550	63950	64800	65250	65600	54200	2.2
Median	33150	34450	35750	37050	38350	39600	40900	42150	43350	45700	48900	51600	53850	55500	56750	57550	58050	58600	44950	2.2
Lower Quartile	31350	32400	33500	34550	35600	36650	37700	38650	39650	41500	44000	46100	47800	49100	50050	50700	51150	51600	38050	2.2
Lower Decile	29350	30200	31100	31950	32800	33650	34450	35250	36000	37500	39450	41100	42450	43500	44300	44850	45250	45700	33750	2.2
Mean	33350	34650	35950	37300	38600	39900	41200	42500	43750	46100	49350	52100	54300	56000	57150	57950	58400	58850	46850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36850	39300	40850	42600	44600	45450	49350	51650	51000	55750	58900	62950	65300	66950	69200	71550	73100	71750	62750	
Upper Quartile	34600	36600	38000	39700	41550	42500	44800	46950	46750	50900	53900	58000	59650	61300	63350	65550	66950	65600	54200	
Median	33050	34500	35700	36650	38450	39450	41450	43200	42900	46000	48200	52100	53450	54250	56300	58600	59650	58250	44950	
Lower Quartile	31600	32400	33400	34050	35500	36350	38400	39400	38950	41900	44150	46250	46350	48250	50000	51750	52600	51250	38050	
Lower Decile	29600	29950	31550	31350	32800	33450	34900	35400	35500	38100	39200	41250	41650	42750	44050	45950	47100	45050	33750	
Mean	33200	34550	36100	36900	38700	39600	41800	43450	43300	46600	48950	52300	53300	54800	56900	58650	59900	58750	46850	
Supporting Data																				
Total Number	230	327	295	331	322	310	306	277	259	654	576	361	360	274	292	242	247	445	6108	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41700	44200	46750	49300	51900	54450	56950	61800	68500	74200	78850	82450	85050	86900	88050	89150	79250	3.4
Upper Quartile	0	0	38950	41200	43450	45700	47900	50100	52250	56400	62000	66700	70500	73400	75500	76900	77850	78700	69400	3.4
Median	0	0	36800	38650	40500	42350	44150	45950	47700	51000	55550	59350	62400	64800	66550	67750	68550	69300	58600	3.4
Lower Quartile	0	0	34650	36200	37700	39150	40600	42050	43450	46100	49650	52650	55100	57000	58450	59450	60150	60800	47850	3.2
Lower Decile	0	0	32550	33850	35100	36400	37600	38800	39900	42100	44950	47300	49200	50700	51800	52550	53050	53600	40350	3.2
Mean	0	0	37000	38850	40750	42600	44450	46300	48100	51550	56250	60300	63650	66200	68150	69500	70350	71150	59800	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43200	46150	46550	46550	52400	52400	53700	62400	67350	74500	83500	87550	85250	85150	84350	84900	79250	
Upper Quartile	0	0	40600	41900	44000	43850	47650	48800	49950	56200	61750	67150	73800	76500	75450	75250	75450	76150	69400	
Median	0	0	38100	38950	40700	41550	44000	44750	47050	50650	55100	59400	64700	66500	66700	66900	67700	67250	58600	
Lower Quartile	0	0	35450	36300	38300	38700	40350	41700	42800	45350	49450	52900	56500	58350	58200	58450	59750	59950	47850	
Lower Decile	0	0	34200	34350	34700	36100	38250	38600	39100	41100	44500	48000	50250	51150	52000	51700	54200	52200	40350	
Mean	0	0	38350	39500	40950	41400	44600	45300	46650	51100	55750	60800	66150	68550	67600	68700	68950	69100	59800	
Supporting Data																				
Total Number	13	54	82	94	96	116	132	130	131	297	320	363	463	40[illegible]	391	338	249	374	4045	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	1	1	4	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67150	75250	82100	87500	91550	94450	96350	97500	98500	91150	3.6
Upper Quartile	0	0	0	0	0	0	0	0	0	62650	69400	74750	78750	81550	83400	84600	85250	85800	80050	3.8
Median	0	0	0	0	0	0	0	0	0	58000	63650	68050	71200	73400	74850	75750	76250	76650	71750	3.8
Lower Quartile	0	0	0	0	0	0	0	0	0	53050	57900	61650	64450	66400	67700	68550	69050	69500	63600	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	50150	54300	57300	59400	60800	61650	62200	62500	62700	57400	4.0
Mean	0	0	0	0	0	0	0	0	0	58400	64450	69300	72900	75500	77250	78350	79000	79550	73550	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71600	73100	79400	89350	94100	91250	99700	94800	97900	91150	
Upper Quartile	0	0	0	0	0	0	0	0	0	65000	67600	72950	79700	84550	83400	85200	81250	84900	80050	
Median	0	0	0	0	0	0	0	0	0	61150	62200	66150	72000	75500	74650	75100	74650	76600	71750	
Lower Quartile	0	0	0	0	0	0	0	0	0	57200	56900	59700	64800	67650	66850	69300	69600	68950	63600	
Lower Decile	0	0	0	0	0	0	0	0	0	53300	53600	56500	58700	61950	60800	62200	65000	62200	57400	
Mean	0	0	0	0	0	0	0	0	0	61850	62950	67850	73300	77500	75600	79200	78150	79550	73550	
Supporting Data																				
Total Number	0	0	1	2	2	2	7	4	9	44	99	170	248	208	163	135	93	141	1328	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	1	1	4	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42100	44000	45950	47950	49900	51850	53750	57500	62550	66850	70200	72550	74000	74800	75150	75050	68550	2.2
Upper Quartile	0	0	39350	41050	42800	44600	46350	48050	49800	53050	57550	61300	64250	66300	67650	68400	68700	68650	61100	2.2
Median	0	0	37150	38600	40100	41600	43050	44500	45950	48650	52350	55450	57900	59700	60950	61700	62100	62300	52050	2.2
Lower Quartile	0	0	34950	36200	37450	38650	39900	41050	42250	44450	47400	49950	51900	53400	54450	55150	55550	55900	43900	2.2
Lower Decile	0	0	32900	33900	34900	35900	36850	37800	38750	40500	42900	44950	46600	47950	48900	49650	50100	50700	38600	2.2
Mean	0	0	37300	38800	40300	41800	43300	44750	46200	48950	52650	55800	58250	60050	61250	61950	62350	62550	53050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	43150	45350	46500	46400	51500	52500	52800	58650	63000	65150	68200	70850	74900	74700	76850	75600	68550	
Upper Quartile	0	0	40500	41600	43800	43700	46950	48900	49650	53500	57800	59750	63400	64800	68800	67650	69500	69450	61100	
Median	0	0	38050	38850	40600	41450	43600	44600	46600	49350	51900	54250	57250	58950	60950	61900	62350	63100	52050	
Lower Quartile	0	0	35400	36250	38250	38650	40150	41600	42400	44550	47200	49550	51450	52400	54900	54400	56950	56150	43900	
Lower Decile	0	0	34200	34300	34700	36050	38150	38500	38900	40000	42500	44100	47100	46500	49200	49800	52200	50200	38600	
Mean	0	0	38300	39250	40850	41300	44000	45300	46200	49250	52500	54550	57850	58900	61900	61700	63450	62800	53050	
Supporting Data																				
Total Number	13	54	81	92	94	114	125	126	122	253	221	193	215	194	228	203	156	233	2717	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	56250	59200	65200	73750	81200	87000	90850	92900	93600	93400	91750	89150	2.2
Upper Quartile	0	0	0	0	0	0	0	51150	53550	58300	65000	70800	75300	78400	80200	81000	81100	80350	77050	2.2
Median	0	0	0	0	0	0	0	47350	49350	53250	58700	63300	66850	69300	70800	71500	71700	71250	66450	2.2
Lower Quartile	0	0	0	0	0	0	0	44200	45900	49100	53500	57100	59750	61550	62600	63050	63100	62600	58200	2.2
Lower Decile	0	0	0	0	0	0	0	39900	41350	44100	47850	51050	53600	55450	56700	57450	57850	58000	51600	2.2
Mean	0	0	0	0	0	0	0	47950	50050	54200	60050	65000	68950	71700	73400	74200	74500	74100	69250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	63600	63600	60400	79350	77200	90000	87650	90850	94100	94500	92250	89150	
Upper Quartile	0	0	0	0	0	0	0	58500	60000	57400	65000	63700	73350	79350	81050	84800	79800	80000	77050	
Median	0	0	0	0	0	0	0	51900	55000	53550	57650	61000	64000	69350	72150	72650	71450	71250	66450	
Lower Quartile	0	0	0	0	0	0	0	49250	50000	49550	52450	55750	58000	61150	63500	61850	64250	62750	58200	
Lower Decile	0	0	0	0	0	0	0	41300	38600	46000	50200	49100	51800	53300	58350	56850	60050	57400	51600	
Mean	0	0	0	0	0	0	0	52550	53650	53550	61550	62400	67500	70350	73550	74800	75150	74250	69250	
Supporting Data																				
Total Number	1	2	0	0	0	5	8	11	12	37	35	27	60	64	75	69	82	112	600	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

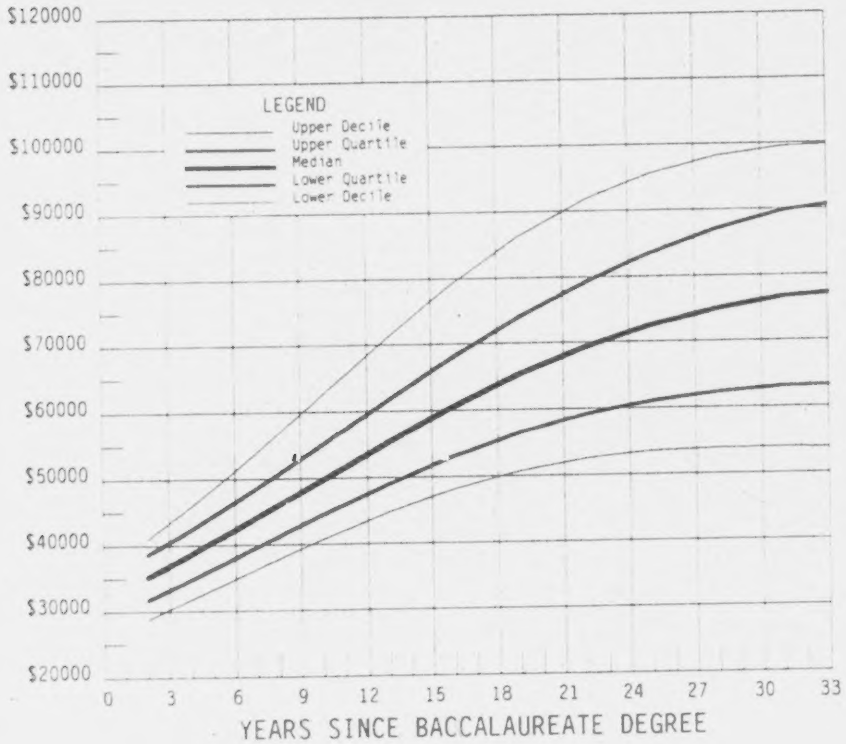
1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	0	102300	104200	105100	105500	105650	105750	104600	3.6
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	0	87300	89950	91650	92600	93150	93550	89650	3.6
Median	0	0	0	0	0	0	0	0	0	0	0	0	75350	78450	80600	82050	82950	83750	80250	3.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	0	69200	71600	73200	74250	74850	75400	71650	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	0	63350	65400	66800	67700	68250	68700	63000	3.6
Mean	0	0	0	0	0	0	0	0	0	0	0	0	79400	82300	84250	85450	86150	86700	82500	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	100000	0	107500	97150	97350	98500	112500	121250	104600	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	78000	0	91250	87100	89150	91000	89600	103100	89650	
Median	0	0	0	0	0	0	0	0	0	0	64000	0	74550	81050	81000	83000	80000	84050	80250	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	60650	0	69000	73000	73800	74000	70500	79000	71650	
Lower Decile	0	0	0	0	0	0	0	0	0	0	56000	0	62200	67400	69200	65200	64000	73200	63000	
Mean	0	0	0	0	0	0	0	0	0	0	70750	0	80550	81400	82500	84200	84100	92700	82500	
Supporting Data																				
Total Number	0	1	0	0	0	1	0	1	1	4	10	6	21	27	36	36	30	29	203	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5		7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	54700	57050	61500	67500	72300	75700	77750	78700	78800	78400	76950	76200	2.2
Upper Quartile	0	0	0	0	0	0	0	49950	51900	55650	60750	65050	68300	70550	71850	72450	72600	72200	69400	2.2
Median	0	0	0	0	0	0	0	46750	48450	51750	56200	59900	62650	64550	65700	66250	66400	66100	61550	2.2
Lower Quartile	0	0	0	0	0	0	0	43800	45250	48100	51850	54900	57200	58700	59600	60000	60100	59750	55050	2.2
Lower Decile	0	0	0	0	0	0	0	39650	40950	43450	46850	49700	51950	53600	54700	55350	55650	55800	50150	2.2
Mean	0	0	0	0	0	0	0	46900	48650	52000	56500	60300	63150	65150	66350	66900	67100	66800	62500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	64000	63600	59850	77000	67600	71100	75300	76150	75600	79900	79350	76200	
Upper Quartile	0	0	0	0	0	0	0	57000	58500	57000	59800	62900	65800	69000	70600	67400	75350	73900	69400	
Median	0	0	0	0	0	0	0	51500	54500	53200	54900	60250	60650	62000	63800	62800	69100	67450	61550	
Lower Quartile	0	0	0	0	0	0	0	48500	49250	49550	51400	54900	54750	55450	59850	57600	62400	60550	55050	
Lower Decile	0	0	0	0	0	0	0	41000	38300	46300	49500	47300	50550	50700	55900	52300	57600	56450	50150	
Mean	0	0	0	0	0	0	0	51600	52900	53100	57850	58700	60450	62300	65250	64500	69950	67750	62500	
Supporting Data																				
Total Number	1	1	0	0	0	4	8	10	11	33	25	21	39	37	39	33	52	83	397	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

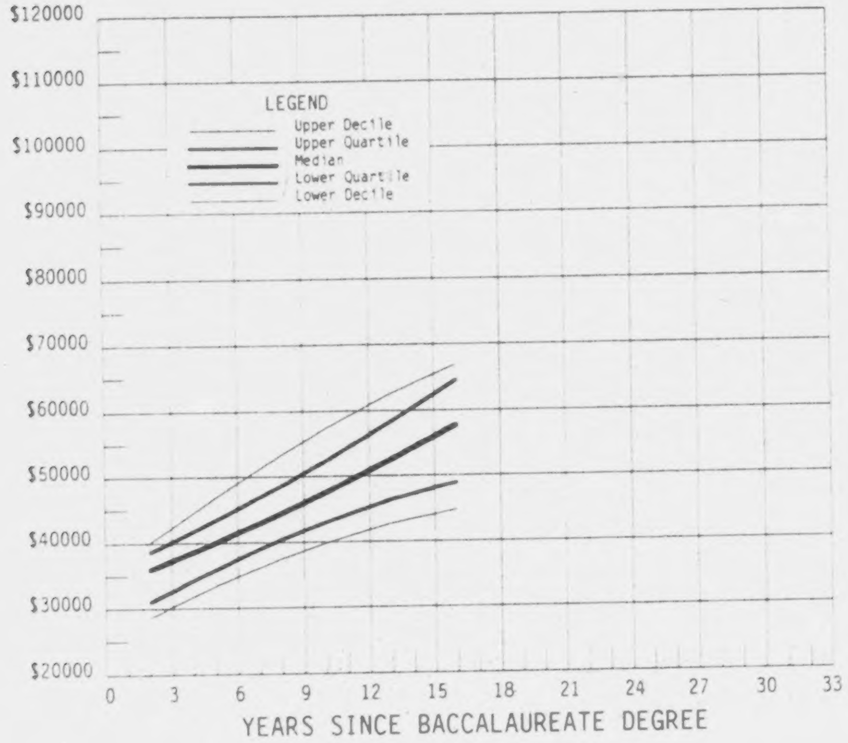
SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40850	43300	45800	48450	51150	53950	56800	62550	71150	79250	86200	91650	95550	98050	99450	100250	83450	2.2
Upper Quartile	0	0	38500	40400	42350	44400	46450	48550	50700	55050	61650	68050	73950	79200	83550	87050	89700	93300	67150	2.2
Median	0	0	35150	36850	38650	40450	42250	44100	46000	49750	55350	60600	65300	69300	72500	74900	76650	78800	51900	2.2
Lower Quartile	0	0	31650	33200	34800	36400	38000	39600	41250	44450	49000	53100	56500	59150	61050	62300	63050	63700	41500	2.2
Lower Decile	0	0	28800	30250	31750	33250	34800	36300	37800	40750	44800	48150	50700	52450	53450	53850	53900	53450	35300	2.2
Mean	0	0	35000	36800	38650	40550	42500	44450	46450	50400	56300	61750	66500	70400	73400	75550	76950	78500	56200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40050	42450	44650	47150	60700	48750	59600	66000	66200	79950	86000	86500	94900	98400	113450	100000	83450	
Upper Quartile	0	0	38600	39600	42750	44950	48650	46800	49450	54750	61300	67800	75700	81250	[illegible]	95950	99200	90000	67150	
Median	0	0	35500	36850	39650	40700	42700	42250	44750	48650	54600	63400	69250	74850	64650	74300	86850	76450	51900	
Lower Quartile	0	0	31800	34050	34500	35950	38500	38700	42450	43500	46800	57350	58650	64900	58750	58650	57650	65050	41500	
Lower Decile	0	0	30150	29050	29850	34800	36450	35200	41250	38650	44950	47100	54900	61150	49350	47900	43800	58400	35300	
Mean	0	0	35200	36250	38550	40800	44700	42250	47300	50000	54950	63550	68800	73350	67550	74550	82400	78300	56200	
Supporting Data																				
Total Number	4	7	13	17	16	19	19	16	13	38	34	21	24	21	21	15	11	29	337	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

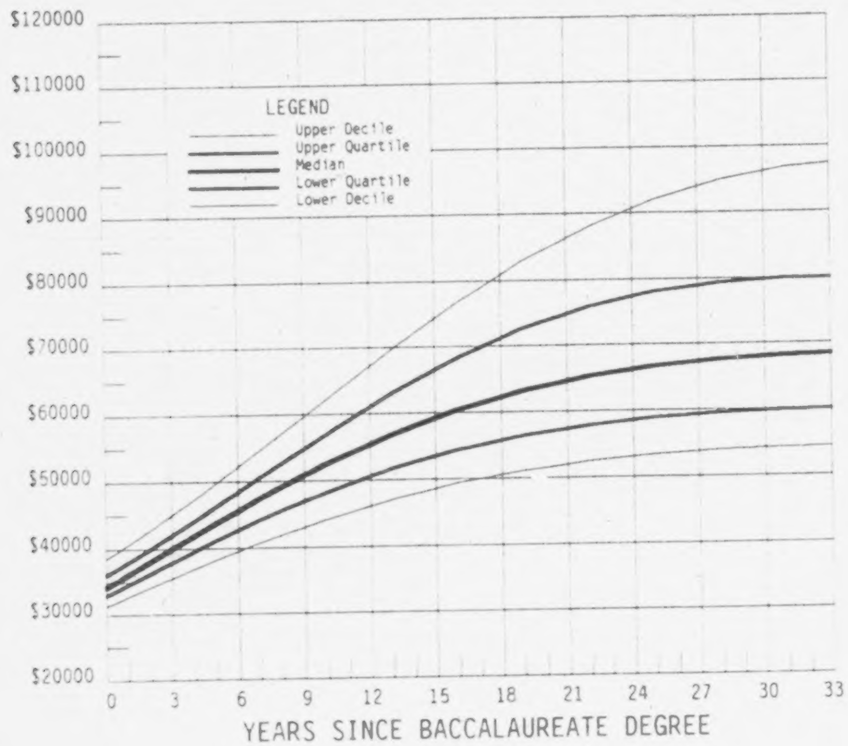
SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	40050	42300	44600	46800	49050	51200	53300	57300	62550	66900	0	0	0	0	0	0	63750	3.6
Upper Quartile	0	0	38600	40150	41750	43400	45100	46850	48600	52350	58250	64450	0	0	0	0	0	0	54250	2.2
Median	0	0	35950	37250	38600	40000	41450	42900	44400	47550	52500	57700	0	0	0	0	0	0	44450	2.2
Lower Quartile	0	0	31050	32700	34350	35900	37450	38950	40400	43000	46350	48950	0	0	0	0	0	0	38150	4.0
Lower Decile	0	0	28700	30300	31850	33350	34800	36150	37450	39800	42700	44800	0	0	0	0	0	0	33800	4.6
Mean	0	0	35050	36750	38400	40050	41750	43400	45000	48150	52550	56400	0	0	0	0	0	0	46700	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	40050	41750	44650	47150	51350	48450	55100	55700	63850	66450	0	0	0	0	0	0	63750	
Upper Quartile	0	0	38600	38300	42750	44950	47750	44500	47200	50900	59700	64100	0	0	0	0	0	0	54250	
Median	0	0	35500	36600	39650	40700	42300	41250	44150	47000	53000	57800	0	0	0	0	0	0	44450	
Lower Quartile	0	0	31800	31500	34500	35950	38150	38150	42250	42300	46650	48750	0	0	0	0	0	0	38150	
Lower Decile	0	0	30150	28950	29850	34800	36400	34800	41150	37750	44800	42500	0	0	0	0	0	0	33800	
Mean	0	0	35200	35800	38550	40800	43600	41400	45750	46800	53750	55950	0	0	0	0	0	0	46700	
Supporting Data																				
Total Number	4	7	13	15	16	19	18	13	11	31	28	10	10	6	8	6	3	8	227	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

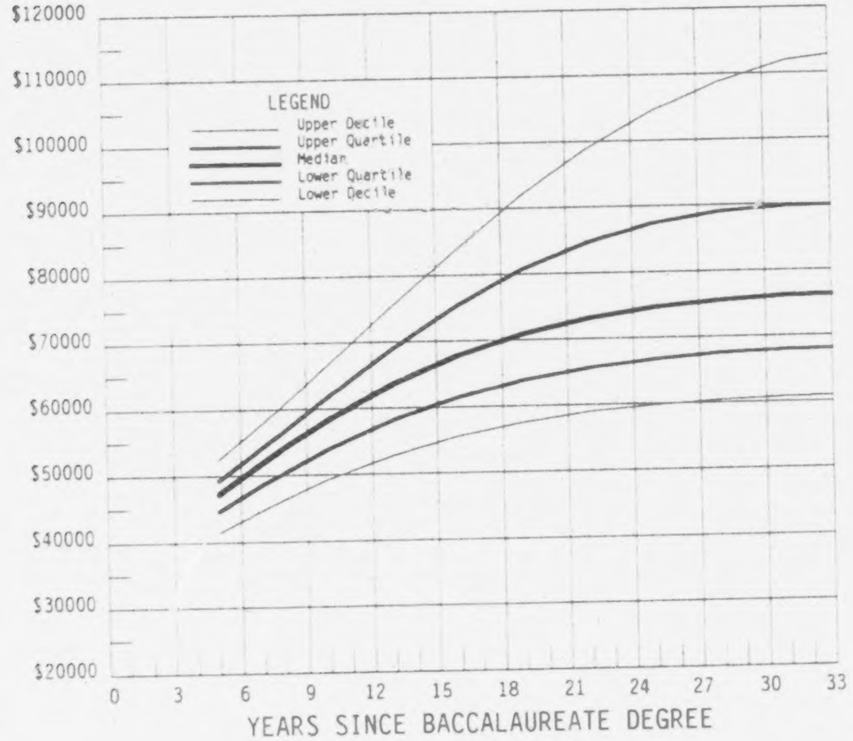
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38500	40600	42800	45000	47350	49700	52150	54600	57100	62150	69650	76650	82900	88000	92000	94850	96800	98950	76200	2.2
Upper Quartile	36050	38000	39950	42000	44100	46250	48400	50550	52700	56950	63000	68350	72650	75850	78050	79300	79950	80200	65100	2.2
Median	34150	36100	38050	39950	41900	43750	45600	47450	49200	52450	56800	60400	63200	65250	66700	67700	68250	68700	55500	3.8
Lower Quartile	32900	34600	36300	37950	39600	41200	42750	44200	45650	48250	51650	54350	56400	57850	58850	59500	59850	60100	46950	4.0
Lower Decile	31350	32750	34150	35550	36900	38250	39500	40750	41950	44150	47000	49350	51100	52400	53300	53900	54200	54450	37850	4.0
Mean	35200	36900	38650	40400	42200	44000	45800	47650	49450	53000	57950	62300	65900	68650	70600	71900	72650	73300	57500	2.2
Raw (unsmoothed) Statistics																				
Upper Decile	37550	37950	43600	49100	48950	52650	53050	57000	58200	62750	67900	75300	80700	85800	91450	95750	98150	108050	76200	
Upper Quartile	35650	37350	39900	41400	45100	47300	48700	52300	54000	57400	62650	67200	71150	75150	78200	79550	82550	82250	65100	
Median	34800	36400	37200	38750	41450	43250	45400	48900	49250	52800	56800	60200	63650	65700	66700	67250	67950	67150	55500	
Lower Quartile	33900	34900	35750	36650	38600	40100	42100	44400	45150	49500	51800	53900	56900	58200	58400	59250	59900	57900	46950	
Lower Decile	32050	33300	33700	34350	36250	37500	38900	39500	41050	45200	47500	49300	51700	52500	53000	53650	53350	52450	37850	
Mean	35450	36550	38300	40450	42450	44450	45800	48800	49350	53500	57600	61550	65450	68450	70450	72350	73100	74300	57500	
Supporting Data																				
Total Number	240	485	335	335	384	381	465	340	385	1846	1387	1208	1351	1053	640	505	357	524	12221	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	5	10	11	14	8	28	80	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3	

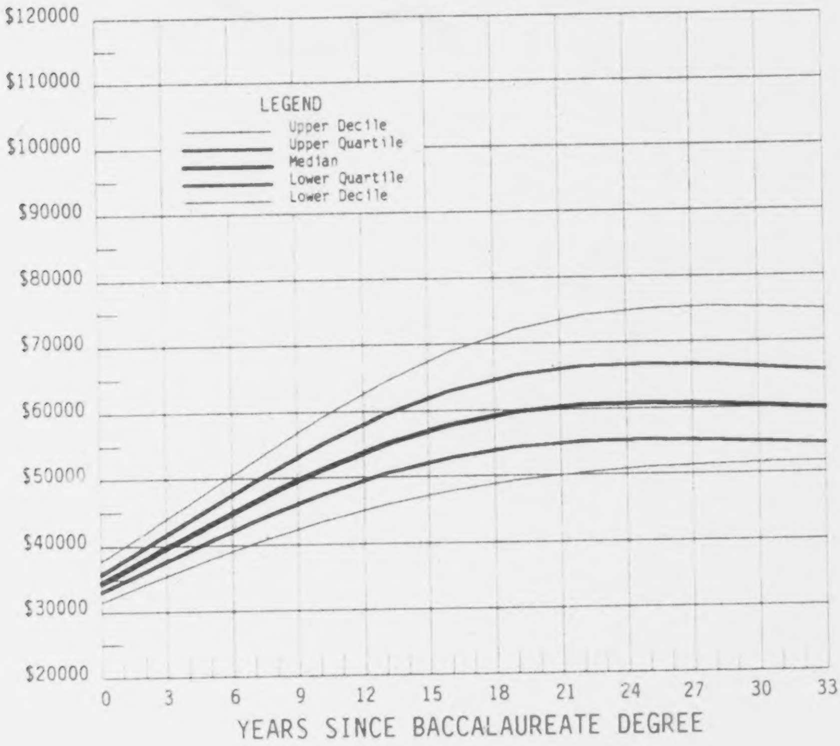
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52350	55050	57800	60650	66500	75400	84000	91950	98850	104500	108750	111850	115650	90400	2.2
Upper Quartile	0	0	0	0	0	49200	51650	54200	56700	61750	68950	75450	80750	84700	87400	89000	89750	89950	77750	2.2
Median	0	0	0	0	0	47200	49600	51900	54150	58300	63600	67800	70900	73100	74600	75550	76100	76600	67700	3.6-
Lower Quartile	0	0	0	0	0	44600	46600	48550	50400	53850	58150	61450	63900	65600	66750	67500	67900	68250	59600	3.8
Lower Decile	0	0	0	0	0	41350	43100	44750	46350	49250	52800	55500	57450	58850	59750	60300	60650	60900	52150	3.8
Mean	0	0	0	0	0	46850	49050	51250	53400	57750	63950	59450	73950	77400	79800	81300	82150	82650	70900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	66250	60900	62650	61200	68550	75350	83600	87200	94300	103650	113500	111300	128400	90400	
Upper Quartile	0	0	0	0	0	56500	55100	56300	58150	63750	68800	74950	78300	82050	86900	87800	89050	98600	77750	
Median	0	0	0	0	0	50700	49600	49750	54500	58950	63350	67250	70000	73250	75650	74750	77100	77550	67700	
Lower Quartile	0	0	0	0	0	45100	47100	47550	49300	54100	58700	60850	63800	65650	66900	67050	67950	68850	59600	
Lower Decile	0	0	0	0	0	40500	40900	44750	46000	50000	52950	55050	57750	59100	58100	60500	61800	60800	52150	
Mean	0	0	0	0	0	51800	51000	52150	53600	59300	64200	68750	72150	76000	79500	81400	82050	87050	70900	
Supporting Data																				
Total Number	2	4	14	23	32	53	59	70	77	410	425	469	60[illegible]	527	298	255	195	261	3779	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	5	10	11	14	8	28	80	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21 23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37700	39750	41800	43950	46100	48300	50450	52600	54750	58850	64400	68900	72100	74150	75100	75350	75100	74000	65200	2.2
Upper Quartile	35800	37750	39650	41650	43600	45600	47550	49500	51350	54900	59550	63000	65300	66450	66750	66500	65900	64400	58500	2.2
Median	34450	36150	37900	39650	41400	43100	44800	46450	48100	51100	54950	57800	59650	60600	60800	60600	60100	58850	51600	2.2
Lower Quartile	33100	34600	36150	37650	39150	40650	42100	43500	44850	47350	50500	52850	54350	55100	55250	55100	54700	53700	43000	2.2
Lower Decile	31500	32850	34150	35450	36700	37900	39100	40200	41300	43250	45800	47750	49250	50300	51050	51450	51700	51850	36650	4.2
Mean	34950	36600	38300	40000	41700	43350	45000	46650	48250	51200	55100	58100	60200	61450	62050	62100	61900	61050	51500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37250	37950	43150	43800	47450	49400	51850	55200	56600	59250	63400	66750	70050	71700	76800	79000	73600	79150	65200	
Upper Quartile	35600	37350	39650	40850	44550	46100	47400	51900	52300	55150	58950	61900	64750	65700	67350	67200	66800	65550	58500	
Median	34800	36350	37200	38600	41200	42700	45050	48450	48250	51900	54500	56850	58900	60200	61450	60950	60900	59450	51600	
Lower Quartile	33850	34900	35800	36650	38650	39750	41750	43450	44550	48650	50550	51800	54150	54450	55250	55700	55200	53950	43000	
Lower Decile	32050	33250	34000	34400	36400	37100	38750	38950	40450	44300	46250	47700	49650	50300	51000	50650	50550	49850	36650	
Mean	35200	36300	38100	39650	41950	43250	45050	47950	48300	51850	54650	56950	60000	60900	62500	63100	62300	61600	51500	
Supporting Data																				
Total Number	238	481	321	312	352	328	406	270	308	1436	962	739	746	526	342	250	162	263	8442	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38100	40200	42350	44550	46850	49200	51600	54050	56500	61500	68900	75800	81900	86950	90800	93600	95450	97500	74700	2.2
Upper Quartile	35950	37850	39850	41850	43950	46050	48150	50300	52450	56650	62600	67750	71950	75050	77100	78300	78900	79000	63850	2.2
Median	34450	36200	37950	39750	41550	43350	45150	46950	48700	52100	56700	60450	63250	65150	66250	66700	66800	66300	54500	2.2
Lower Quartile	32900	34600	36250	37900	39500	41050	42550	44050	45450	48050	51400	54050	56100	57500	58500	59050	59400	59650	45850	4.2
Lower Decile	31300	32700	34100	35450	36800	38100	39350	40550	41750	43900	46750	49050	50850	52100	53000	53550	53900	54150	37350	4.0
Mean	35050	36750	38450	40200	41950	43750	45550	47300	49100	52550	57450	61750	65250	67950	69850	71100	71900	72500	56400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37350	37950	43050	46900	48000	51900	52350	56700	57850	62200	67300	74300	79850	84300	90100	93050	97550	107350	74700	
Upper Quartile	35600	37350	39450	41350	44900	47100	48300	52300	53700	57050	62000	66750	70700	74400	76700	77550	82250	81250	63850	
Median	34800	36350	37100	38600	41450	43050	45400	48950	49100	52600	56300	59550	63150	65050	65950	66900	67550	66750	54500	
Lower Quartile	33850	34900	35550	36550	38550	40000	42050	44400	45100	49350	51400	53450	56600	57800	57750	59000	59450	57750	45850	
Lower Decile	32050	33250	33500	34150	36100	37450	38800	39400	40900	45050	47150	48800	51500	52400	52400	53150	53200	52200	37350	
Mean	35450	36400	37950	40100	42050	44150	45500	48750	49150	53200	56900	60850	64950	67750	69300	71250	72700	73750	56400	
Supporting Data																				
Total Number	238	477	316	312	351	350	421	309	345	1687	1203	974	1094	865	506	403	304	445	10600	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	8	7	9	7	24	59	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51900	54500	57150	59850	65400	73800	82000	89600	96300	101850	106150	109350	113600	88150	2.2
Upper Quartile	0	0	0	0	0	48950	51400	53850	56350	61250	68350	74600	79700	83550	86100	87600	88300	88400	76200	2.2
Median	0	0	0	0	0	47200	49600	51850	54050	58100	63250	67300	70250	72350	73750	74600	75150	75550	66900	3.8
Lower Quartile	0	0	0	0	0	44500	46500	48400	50250	53600	57800	61050	63400	65100	66200	66900	67300	67650	58850	3.8
Lower Decile	0	0	0	0	0	41300	43000	44650	46200	49050	52550	55200	57100	58400	59300	59850	60150	60350	51600	4.0
Mean	0	0	0	0	0	46650	48750	50900	53050	57250	63250	68600	73000	76400	78750	80250	81100	81700	69750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	64000	58600	61500	60600	67750	74300	80750	85500	91350	99200	108950	110600	128100	88150	
Upper Quartile	0	0	0	0	0	54900	53750	55250	57750	63500	68350	73650	77700	80750	85450	84750	88400	97300	76200	
Median	0	0	0	0	0	50250	49350	49500	54250	58800	63100	66550	69500	72400	74950	73550	76000	76700	66900	
Lower Quartile	0	0	0	0	0	44750	46900	47450	49100	53950	58350	60450	63200	65150	66150	66350	67450	68500	58850	
Lower Decile	0	0	0	0	0	40250	41150	44450	45550	49850	52650	54800	57350	58700	57300	60050	61250	60450	51600	
Mean	0	0	0	0	0	50850	50200	51400	53200	59050	63450	67500	71450	75000	78250	79400	81450	86450	69750	
Supporting Data																				
Total Number	2	4	12	21	28	50	51	61	68	381	372	387	496	435	243	212	168	225	3216	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	8	7	9	7	24	59	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37400	39450	41550	43700	45850	48050	50200	52350	54450	58450	63800	67950	70750	72350	72900	72800	72300	70750	63800	2.2
Upper Quartile	35750	37650	39550	41500	43450	45400	47350	49250	51100	54600	59100	62450	64650	65750	66000	65700	65100	63550	57400	2.2
Median	34450	36150	37850	39600	41300	43000	44700	46300	47900	50850	54600	57350	59150	60000	60200	59950	59500	58250	50800	2.2
Lower Quartile	33100	34600	36100	37600	39100	40550	42000	43400	44750	47200	50300	52600	54000	54750	54900	54700	54300	53300	41950	2.2
Lower Decile	31450	32800	34100	35400	36600	37800	38950	40050	41100	43050	45500	47450	48900	49900	50600	51000	51250	51400	36300	4.2
Mean	34800	36450	38150	39800	41500	43150	44800	46400	47950	50900	54700	57650	59650	60800	61300	61300	61050	60200	50550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37050	37900	42700	43600	46900	49100	51250	55300	56200	58700	62300	66250	69450	70900	72600	75950	71200	75200	63800	
Upper Quartile	35600	37300	39300	40850	44400	45900	47100	52000	52150	54900	58250	61150	64200	64850	66300	66650	66350	64850	57400	
Median	34800	36350	37100	38450	41250	42500	45050	48650	48100	51700	54050	56100	58500	59550	60400	60450	60350	59250	50800	
Lower Quartile	33850	34900	35650	36550	38600	39650	41650	43550	44550	48500	50250	51350	53850	54250	54700	55000	54850	53750	41950	
Lower Decile	32050	33250	33800	34250	36300	37100	38650	38800	40300	44200	45800	47400	49150	50200	50400	49800	50450	49250	36300	
Mean	35150	36200	37800	39350	41650	43050	44850	48050	48150	51550	54000	56450	59600	60450	61050	62200	61950	60800	50550	
Supporting Data																				
Total Number	236	473	304	291	323	300	370	248	277	1306	831	587	598	430	263	191	136	220	7384	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47800	50200	52650	55150	57700	60250	62850	68050	75650	82600	88600	93450	97100	99700	101400	103200	85750	2.2
Upper Quartile	0	0	43800	45800	47850	49950	52050	54150	56250	60400	66300	71600	76050	79550	82150	83900	85050	86150	71500	2.2
Median	0	0	38900	41050	43150	45250	47300	49250	51150	54700	59250	62900	65650	67650	69000	69900	70450	70950	61800	3.6
Lower Quartile	0	0	37150	39050	40900	42650	44350	46000	47550	50350	53850	56500	58450	59800	60700	61250	61550	61800	53800	4.0
Lower Decile	0	0	35250	36900	38500	40050	41500	42900	44150	46450	49200	51250	52700	53650	54300	54650	54900	55000	46150	4.2
Mean	0	0	40750	42750	44750	46750	48750	50700	52600	56300	61250	65450	68850	71400	73300	74650	75500	76500	64650	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	56800	59400	63600	59900	60600	59800	61200	68100	73700	82700	84650	94200	96000	101650	99350	113550	85750	
Upper Quartile	0	0	51500	47750	55250	51900	54200	52550	56400	61550	66400	70200	72850	79550	82500	86650	83750	91650	71500	
Median	0	0	41000	39950	41500	45650	46500	48250	51000	55250	60850	62000	65000	68100	68900	69000	71200	72000	61800	
Lower Quartile	0	0	38300	38650	39200	42300	42500	44400	46100	51450	55000	56500	58400	60700	61650	59700	60800	59000	53800	
Lower Decile	0	0	36900	37550	38050	38100	40550	39850	41800	47400	51150	51200	52850	52750	54450	55300	53600	53600	46150	
Mean	0	0	44550	45000	46750	47800	48800	49500	51300	56600	62150	64600	66900	71800	74350	75950	74950	78400	64650	
Supporting Data																				
Total Number	2	8	18	23	33	31	44	31	38	157	177	221	244	173	124	96	44	72	1536	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	2	1	2	4	4	1	4	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

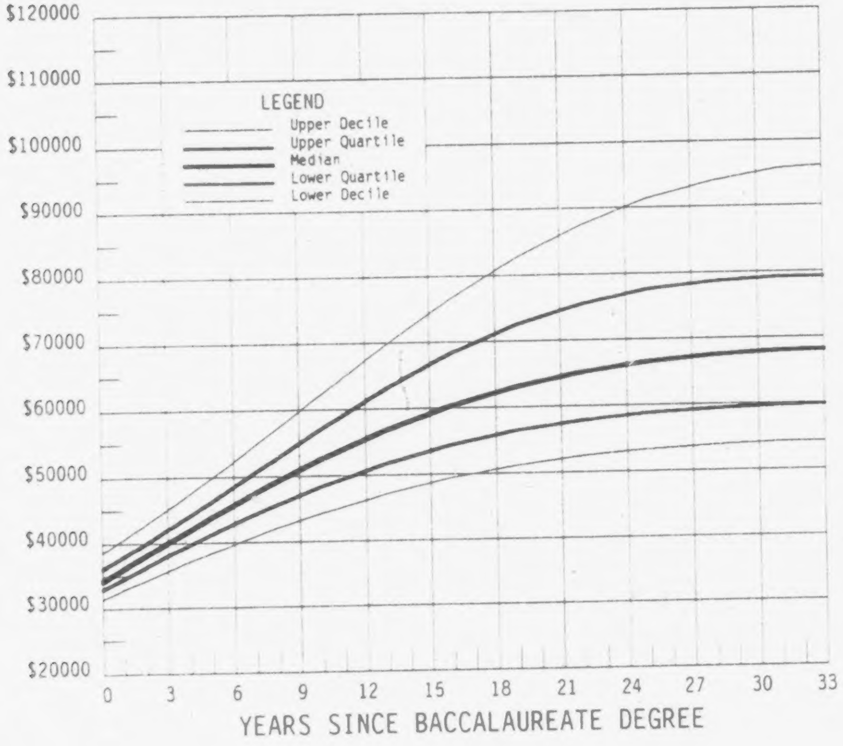
1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70200	80900	90900	99700	106900	112450	116500	119300	122400	98750	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	66400	74650	81500	86900	90850	93600	95400	96550	97550	84950	3.4
Median	0	0	0	0	0	0	0	0	0	60250	66400	71350	75100	77750	79600	80800	81500	82100	73500	3.6
Lower Quartile	0	0	0	0	0	0	0	0	0	55350	60150	63900	66700	68650	70000	70900	71400	71850	63800	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	50800	54900	58050	60400	62050	63200	63900	64350	64700	56700	3.6
Mean	0	0	0	0	0	0	0	0	0	61150	68000	73800	78400	81850	84350	86050	87100	88150	77150	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74200	84750	91650	93250	101450	120000	125000	114150	131250	98750	
Upper Quartile	0	0	0	0	0	0	0	0	0	69400	74850	84300	81450	90400	92500	98350	97100	105200	84950	
Median	0	0	0	0	0	0	0	0	0	60650	65150	74550	72650	78200	78000	82500	81250	83750	73500	
Lower Quartile	0	0	0	0	0	0	0	0	0	57000	60650	63100	65400	69250	69500	72650	71650	72600	63800	
Lower Decile	0	0	0	0	0	0	0	0	0	51350	56050	56950	60050	62150	62650	64000	65200	66000	56700	
Mean	0	0	0	0	0	0	0	0	0	62550	69400	75150	74600	81100	84800	89650	86100	91650	77150	
Supporting Data																				
Total Number	0	0	2	2	4	3	8	9	9	29	51	77	101	86	50	40	23	35	529	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	2	1	2	4	4	1	4	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z.
Smooth Curve Data																				
Upper Decile	0	0	47900	49800	51750	53650	55550	57450	59350	63000	68050	72450	76050	78900	81000	82400	83350	84300	70750	2.2
Upper Quartile	0	0	42100	44150	46200	48200	50200	52200	54100	57750	62450	66050	68400	69700	70100	69900	69400	67950	64350	2.2
Median	0	0	38650	40800	42900	44900	46800	48600	50300	53300	56900	59550	61350	62550	63350	63750	64000	64150	57650	4.4
Lower Quartile	0	0	37000	38800	40600	42250	43850	45350	46700	49200	52150	54300	55800	56800	57400	57750	57900	58000	51200	4.6
Lower Decile	0	0	35000	36550	38050	39500	40850	42150	43350	45450	48050	49950	51300	52200	52750	53100	53250	53400	43050	4.4
Mean	0	0	40200	42250	44250	46150	48000	49700	51350	54300	57800	60450	62300	63600	64400	64950	65250	65450	58100	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52400	57800	60400	57600	56550	52850	58800	65900	69250	68600	71550	73900	86600	90500	79600	92150	70750	
Upper Quartile	0	0	50000	40950	48100	48500	52250	50400	53750	59500	64100	63400	66250	67650	74000	70000	69500	71000	64350	
Median	0	0	40400	39750	40650	45200	45000	46400	49600	54400	58750	59600	60850	62800	65200	62500	61500	60400	57650	
Lower Quartile	0	0	38000	38500	39000	41750	42250	41750	44750	50900	53950	54500	56100	55550	57750	57000	56250	55450	51200	
Lower Decile	0	0	36800	37400	37950	35600	40600	39300	40900	46400	50350	50450	51100	50650	53450	53300	50300	51300	43050	
Mean	0	0	43100	43800	45000	45750	47100	46500	49700	55200	59250	59000	61450	62600	67300	66200	62750	65900	58100	
Supporting Data																				
Total Number	2	8	16	21	29	28	36	22	29	128	126	144	143	87	74	56	21	37	1007	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

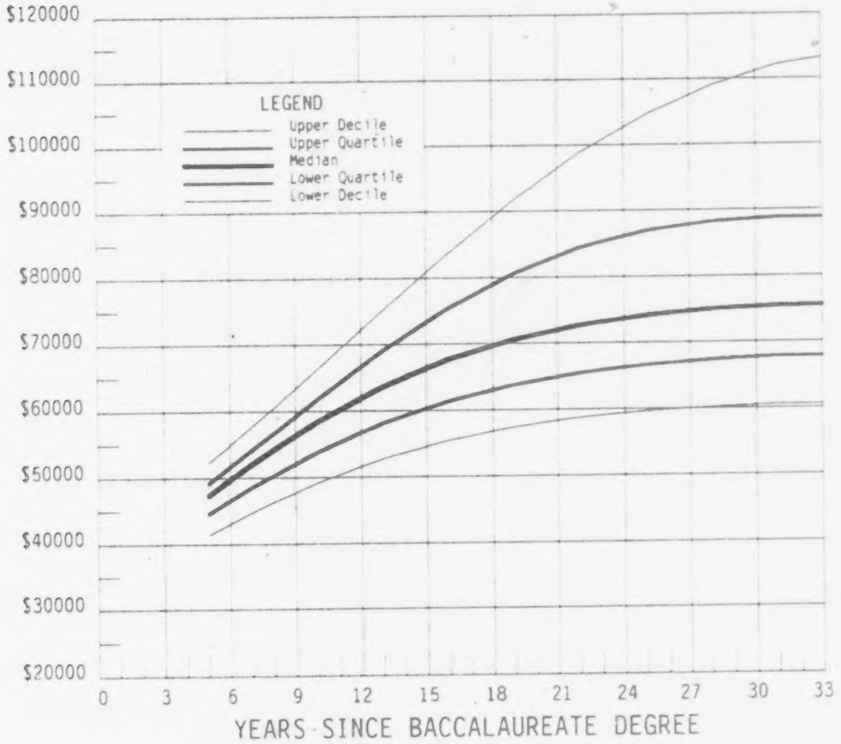
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38550	40650	42850	45100	47450	49800	52250	54700	57200	62250	69700	76600	82650	87550	91300	93900	95650	97400	75850	2.2
Upper Quartile	36050	38000	40000	42050	44150	46300	48450	50650	52800	57100	63100	68350	72500	75550	77550	78650	79150	79100	65000	2.2
Median	34200	36150	38100	40050	41950	43900	45750	47550	49300	52550	56850	60350	63100	65100	66500	67400	67950	68350	55500	3.8
Lower Quartile	32950	34650	36350	38050	39700	41300	42850	44350	45750	48400	51750	54450	56450	57850	58800	59350	59700	59900	47050	4.2
Lower Decile	31450	32900	34300	35700	37100	38400	39700	40950	42150	44350	47150	49450	51200	52450	53300	53850	54150	54400	37850	4.0
Mean	35250	36950	38700	40450	42250	44100	45900	47750	49550	53050	58000	62350	65850	68500	70350	71550	72200	72700	57450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37550	37950	43650	50250	49150	52700	53150	57150	58300	62700	67800	75150	80800	85050	91350	95700	98300	104550	75850	
Upper Quartile	35650	37400	39950	41500	45250	47450	48800	52400	54050	57450	62600	67150	71200	74900	78250	79100	82150	80150	65000	
Median	34800	36400	37250	38800	41700	43350	45500	49100	49400	52850	56750	60200	63650	65550	66550	67250	67650	66250	55500	
Lower Quartile	33900	34950	35800	36650	38700	40200	42300	44650	45300	49700	51800	54050	57000	58100	58300	59250	59800	57450	47050	
Lower Decile	32050	33550	33900	34300	36350	37750	39050	39750	41250	45400	47550	49450	51900	52500	52900	53600	53250	52250	37850	
Mean	35450	36550	38400	40600	42650	44550	45900	49000	49500	53550	57550	61550	65500	68250	70300	72350	72900	73250	57450	
Supporting Data																				
Total Number	240	477	331	315	368	359	450	326	375	1775	1335	1172	1324	1017	617	487	341	489	11798	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	5	10	10	14	8	26	77	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3	

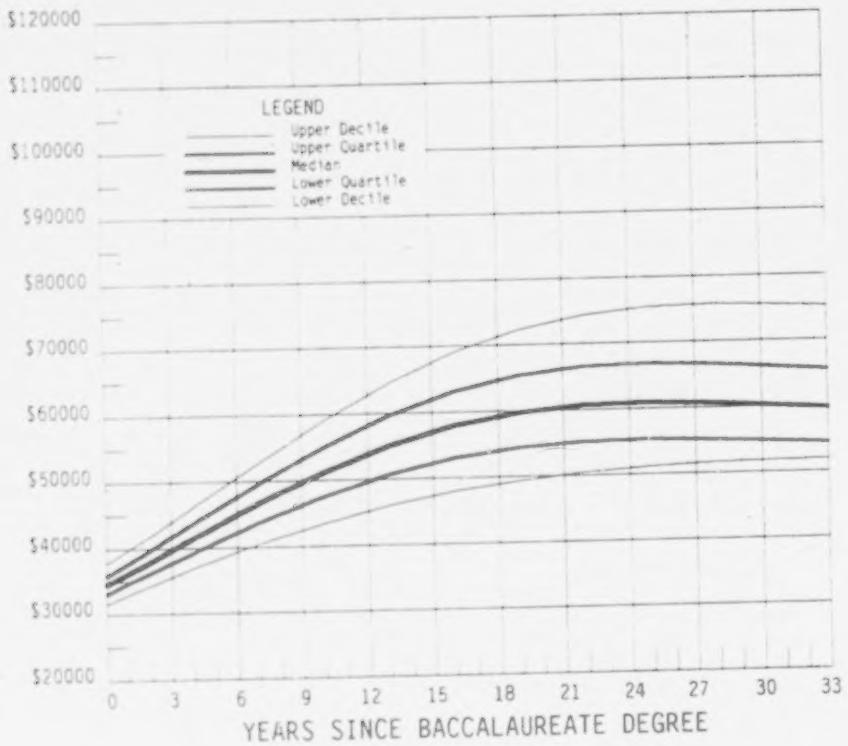
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52200	54900	57650	60450	66250	75100	83700	91700	98700	104450	108900	112150	116300	89800	2.2
Upper Quartile	0	0	0	0	0	49150	51650	54150	56700	61750	69000	75400	80600	84400	86850	88200	88750	88600	77350	2.2.
Median	0	0	0	0	0	47350	49750	52050	54300	58400	63600	67650	70600	72700	74050	74950	75450	75850	67550	3.8
Lower Quartile	0	0	0	0	0	44600	46600	48550	50400	53800	58100	61400	63800	65450	66600	67300	67750	68050	59500	3.8
Lower Decile	0	0	0	0	0	41350	43100	44800	46350	49200	52750	55450	57400	58700	59600	60150	60450	60700	52050	4.0
Mean	0	0	0	0	0	47150	49450	51750	54000	58400	64350	69400	73500	76650	78950	80550	81600	82700	70650	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	65800	61050	62750	61250	68100	75200	83350	87200	93600	103450	114150	112250	130200	89800	
Upper Quartile	0	0	0	0	0	55450	55250	56450	58300	63650	68750	74850	78350	81550	87100	87900	89000	95600	77350	
Median	0	0	0	0	0	50400	49400	49800	54500	58950	63400	67200	70000	72850	75800	74550	76000	75450	67550	
Lower Quartile	0	0	0	0	0	44900	47050	47650	49200	54100	58550	60950	63750	65400	67000	67050	67550	68350	59500	
Lower Decile	0	0	0	0	0	40300	40800	44800	45950	49950	52600	55650	57750	58800	58200	60300	61300	60100	52050	
Mean	0	0	0	0	0	51400	50950	52200	53550	59150	64100	68750	72200	75600	79600	81400	81950	86000	70650	
Supporting Data																				
Total Number	2	4	14	21	32	51	57	69	75	386	398	450	594	506	281	244	182	233	3599	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	3	5	10	10	14	8	26	77	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37750	39800	41850	44000	46150	48350	50500	52650	54800	58950	64500	69000	72300	74350	75400	75650	75450	74400	65250	2.2
Upper Quartile	35850	37750	39700	41700	43650	45650	47600	49550	51450	55000	59600	63100	65350	66500	66800	66500	65900	64350	58550	2.2
Median	34500	36250	37950	39700	41450	43200	44900	46600	48200	51200	55050	57900	59700	60650	60850	60550	60050	58800	51750	2.2
Lower Quartile	33150	34700	36200	37750	39250	40750	42250	43650	45000	47550	50700	53000	54450	55150	55300	55100	54700	53650	43150	2.2
Lower Decile	31600	32950	34300	35600	36900	38100	39300	40400	41500	43450	46000	47950	49400	50450	51150	51600	51800	52000	36650	4.2
Mean	35000	36700	38350	40050	41750	43450	45150	46750	48350	51350	55250	58250	60350	61600	62100	62150	61950	61050	51650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37250	37950	43200	43900	47700	49550	51950	55200	56700	59350	63450	66850	70000	71850	77050	79700	74200	79600	65250	
Upper Quartile	35600	37350	39700	40900	44700	46200	47600	52000	52400	55200	58950	61950	64800	65700	67300	67400	66900	65500	58550	
Median	34800	36400	37250	38600	41450	42800	45150	48700	48450	52000	54600	56900	58950	60150	61350	61100	61100	59400	51750	
Lower Quartile	33850	34950	35900	36650	38750	39850	41950	43750	44700	48850	50650	51900	54300	54500	55250	55700	55350	53950	43150	
Lower Decile	32050	33500	34100	34400	36500	37300	38950	39200	40700	44500	46400	47900	50000	50350	51050	50700	50700	49900	36650	
Mean	35200	36350	38150	39750	42100	43400	45200	48100	48500	52000	54750	57100	60050	60950	62500	63300	62550	61650	51650	
Supporting Data																				
Total Number	238	473	317	294	336	308	393	257	300	1389	937	722	730	511	336	243	159	256	8199	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38200	40250	42450	44700	47000	49350	51750	54200	56700	61650	69000	75750	81600	86350	89850	92300	93900	95400	74300	2.2
Upper Quartile	35950	37900	39850	41900	44000	46100	48250	50400	52550	56750	62600	67700	71700	74600	76450	77450	77900	77750	63750	2.2
Median	34500	36250	38000	39800	41600	43400	45250	47000	48800	52150	56700	60450	63150	64950	65950	66350	66350	65750	54500	2.2
Lower Quartile	32950	34650	36300	38000	39600	41200	42750	44200	45600	48200	51500	54150	56100	57450	58400	58950	59250	59450	45950	4.2
Lower Decile	31450	32850	34250	35650	37000	38300	39550	40750	41950	44100	46900	49150	50850	52100	52950	53500	53800	54050	37350	4.0
Mean	35100	36800	38500	40250	42050	43850	45650	47400	49200	52650	57500	61750	65150	67750	69550	70700	71350	71850	56300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37350	37950	43100	48350	48200	52100	52350	56800	57950	62200	67200	74150	79850	83800	89850	92950	97850	102150	74300	
Upper Quartile	35600	37350	39550	41450	45050	47250	48400	52400	53750	57050	61850	66650	70700	74050	76550	77000	82100	78750	63750	
Median	34800	36400	37150	38600	41700	43150	45450	49150	49250	52650	56200	59550	63100	64850	65750	56900	67300	65800	54500	
Lower Quartile	33850	34950	35650	36550	38650	40100	42250	44700	45300	49500	51450	53600	56650	57700	57650	59000	59350	57300	45950	
Lower Decile	32050	33550	33750	34100	36200	37750	38950	39750	41200	45200	47150	49000	51550	52450	52250	53050	53150	52000	37350	
Mean	35450	36450	38000	40250	42200	44300	45600	48950	49300	53250	56850	60850	65000	67500	69050	71200	72650	72600	56300	
Supporting Data																				
Total Number	238	469	312	292	335	329	407	295	335	1621	1153	944	1071	831	485	385	290	412	10204	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	8	6	9	7	22	56	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51850	54450	57050	59750	65200	73550	81700	89350	96050	101650	106100	109450	113900	87450	2.2
Upper Quartile	0	0	0	0	0	48950	51400	53900	56400	61400	68450	74600	79500	83000	85250	86350	86750	86350	75800	2.2
Median	0	0	0	0	0	47300	49700	51950	54150	58200	63250	67150	70000	71950	73250	74050	74550	74900	66750	3.8
Lower Quartile	0	0	0	0	0	44450	46450	48350	50200	53500	57700	60900	63250	64900	66000	66700	67100	67400	58700	3.8
Lower Decile	0	0	0	0	0	41300	43000	44650	46200	49000	52450	55050	56900	58200	59050	59550	59850	60050	51450	4.0
Mean	0	0	0	0	0	46600	48700	50850	53000	57200	63200	68450	72800	76100	78350	79800	80550	81000	69450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	64200	58750	61600	60700	67600	74100	80200	85450	90600	98950	109600	111400	129750	87450	
Upper Quartile	0	0	0	0	0	54300	53550	55400	57900	63450	68300	73550	77700	80050	85500	84650	88700	92700	75800	
Median	0	0	0	0	0	50150	49150	49600	54200	58850	63100	66500	69550	71900	75000	73250	75600	74750	66750	
Lower Quartile	0	0	0	0	0	44600	46600	47550	48950	53900	58200	60450	63100	64800	66300	66250	67100	67950	58700	
Lower Decile	0	0	0	0	0	40200	40900	44500	45550	49800	52300	55150	57250	58400	57450	59700	60750	59550	51450	
Mean	0	0	0	0	0	50700	50050	51500	53150	58900	63250	67400	71400	74550	78200	79300	81450	85150	69450	
Supporting Data																				
Total Number	2	4	12	19	28	49	49	60	66	358	347	371	487	415	227	201	157	199	3051	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	8	6	9	7	22	56	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z .
Smooth Curve Data																				
Upper Decile	37450	39500	41600	43750	45900	48050	50250	52400	54500	58500	63850	68000	70900	72500	73100	73000	72500	71000	63800	2.2
Upper Quartile	35800	37700	39650	41600	43550	45500	47450	49350	51200	54650	59150	62550	64700	65750	66000	65700	65100	63550	57500	2.2
Median	34500	36200	37950	39650	41400	43100	44800	46400	48000	50950	54700	57500	59250	60100	60250	59950	59450	58150	50950	2.2
Lower Quartile	33150	34650	36200	37700	39200	40700	42150	43550	44900	47400	50500	52750	54150	54800	54950	54700	54250	53200	42100	2.2
Lower Decile	31600	32950	34250	35550	36800	38000	39150	40250	41300	43250	45700	47600	49000	50000	50650	51100	51300	51450	36300	4.2
Mean	34850	36500	38200	39900	41550	43250	44900	46500	48050	51000	54850	57750	59750	60900	61350	61350	61100	60150	50650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37050	37900	42750	43700	46950	49250	51350	55350	56350	58800	62300	66350	69300	71050	72800	76600	71300	75700	63800	
Upper Quartile	35600	37350	39350	40900	44600	46000	47300	52100	52300	54950	58300	61250	64200	64850	66200	66850	66450	64850	57500	
Median	34800	36350	37150	38450	41500	42600	45150	48950	48350	51800	54100	56200	58550	59500	60350	60650	60650	59200	50950	
Lower Quartile	33850	34950	35750	36550	38700	39750	41900	43850	44750	48700	50350	51500	53900	54300	54700	55000	55000	53750	42100	
Lower Decile	32050	33500	34050	34200	36400	37350	38850	39100	40650	44350	45900	47600	49250	50350	50500	49850	50650	49300	36300	
Mean	35150	36200	37900	39400	41850	43150	45000	48300	48350	51650	54050	56600	59600	60500	61050	62400	62250	60800	50650	
Supporting Data																				
Total Number	236	465	300	273	307	280	358	235	269	1263	806	573	584	416	258	184	133	213	7153	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47650	50050	52500	55000	57550	60150	62750	67950	75500	82500	88550	93450	97200	99850	101550	103450	85300	2.2
Upper Quartile	0	0	43650	45700	47750	49900	52000	54100	56250	60400	66350	71600	76050	79500	82000	83700	84750	85700	71400	2.2
Median	0	0	38950	41100	43200	45300	47350	49350	51250	54750	59300	62900	65600	67500	68850	69700	70200	70600	61800	3.8
Lower Quartile	0	0	37150	39050	40950	42700	44450	46100	47650	50450	53950	56550	58500	59800	60650	61200	61500	61750	53850	4.0
Lower Decile	0	0	35250	36950	38600	40150	41600	43000	44300	46550	49350	51350	52800	53750	54400	54750	54950	55100	46250	4.2
Mean	0	0	40700	42750	44800	46800	48850	50800	52750	56450	61400	65500	68800	71350	73150	74450	75300	76200	64650	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	56800	59400	63600	59000	60700	59800	61200	67950	73550	82500	85000	93700	96150	101650	99500	114300	85300	
Upper Quartile	0	0	51500	47750	55250	50750	54350	52550	56400	61600	66300	70300	72900	79350	82600	86650	81900	91500	71400	
Median	0	0	41000	39950	41500	45500	46750	48250	51000	55400	60750	62100	65050	68100	68650	69000	70400	71200	61800	
Lower Quartile	0	0	38300	38650	39200	42100	42550	44400	46100	51750	54950	56600	58600	60650	61600	59700	60400	58750	53850	
Lower Decile	0	0	36900	37550	38050	38000	40500	39850	41800	47800	51100	51250	53450	52650	54450	55300	53300	53500	46250	
Mean	0	0	44550	45000	46750	47200	48950	49500	51300	56750	62100	64700	67100	71600	74350	75950	74000	78100	64650	
Supporting Data																				
Total Number	2	8	18	23	33	30	43	31	38	152	175	215	240	171	123	96	42	70	1510	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	2	1	2	4	4	1	4	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

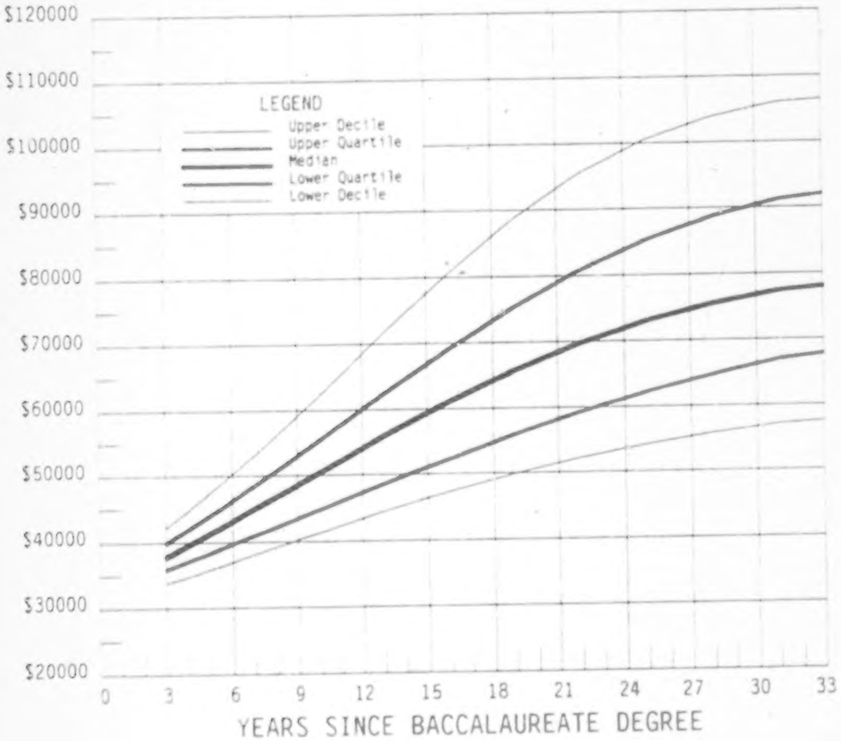
1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69800	80600	90750	99750	107150	112800	116900	119650	122750	98850	2.6
Upper Quartile	0	0	0	0	0	0	0	0	0	66000	74350	81400	86950	91050	93900	95800	97000	98150	84700	3.2
Median	0	0	0	0	0	0	0	0	0	60400	66500	71300	74900	77450	79200	80300	80950	81450	73500	3.8
Lower Quartile	0	0	0	0	0	0	0	0	0	55450	60250	63950	66700	68600	69900	70700	71200	71600	63800	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	51600	55600	58600	60750	62200	63150	63750	64100	64350	56850	3.8
Mean	0	0	0	0	0	0	0	0	0	61250	68100	73900	78450	81900	84300	86000	87050	88050	77150	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74400	85500	91850	93400	99650	120500	125000	115850	133750	98850	
Upper Quartile	0	0	0	0	0	0	0	0	0	69000	75000	84150	81900	89750	92900	98350	96900	107300	84700	
Median	0	0	0	0	0	0	0	0	0	60000	65150	74850	72700	78000	78500	82500	79000	81250	73500	
Lower Quartile	0	0	0	0	0	0	0	0	0	56900	60500	63500	65500	69100	69250	72650	71000	72200	63800	
Lower Decile	0	0	0	0	0	0	0	0	0	51200	55850	59200	60400	62000	62550	64000	64400	65200	56850	
Mean	0	0	0	0	0	0	0	0	0	62300	69450	75600	74900	80700	85050	89650	85250	91750	77150	
Supporting Data																				
Total Number	0	0	2	2	4	2	8	9	9	28	49	74	99	85	49	40	21	33	514	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	2	1	2	4	4	1	4	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47850	49750	51700	53650	55550	57500	59350	63050	68150	72550	76200	79000	81050	82450	83350	84250	70850	2.2
Upper Quartile	0	0	42100	44150	46200	48250	50250	52250	54200	57850	62550	66150	68500	69750	70150	69900	69350	67900	64450	2.2
Median	0	0	38700	40850	42900	44950	46850	48650	50350	53350	57000	59650	61450	62650	63400	63850	64050	64150	57700	4.6
Lower Quartile	0	0	37000	38850	40650	42300	43900	45400	46800	49300	52200	54350	55850	56800	57400	57700	57900	58000	51300	4.6
Lower Decile	0	0	35000	36600	38150	39650	41000	42300	43500	45650	48200	50100	51400	52250	52800	53150	53300	53400	43100	4.4
Mean	0	0	40250	42300	44300	46250	48100	49850	51500	54400	57950	60550	62400	63650	64450	64950	65200	65400	58150	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52400	57800	60400	57600	56650	52850	58800	66050	69250	68700	71600	73950	86600	90500	79600	92150	70850	
Upper Quartile	0	0	50000	40950	48100	48500	52450	50400	53750	59750	64100	63450	66350	67700	74000	70000	69500	71000	64450	
Median	0	0	40400	39750	40650	45200	45250	46400	49600	54600	58750	59650	61000	62850	65200	62500	61500	60400	57700	
Lower Quartile	0	0	38000	38500	39000	41750	42300	41750	44750	51250	53950	54350	56300	55450	57750	57000	56250	55450	51300	
Lower Decile	0	0	36800	37400	37950	35600	40500	39300	40900	47100	50350	50400	51500	50600	53450	53300	50300	51300	43100	
Mean	0	0	43100	43800	45000	45750	47250	46500	49700	55500	59250	59000	61650	62600	67300	66200	62750	65900	58150	
Supporting Data																				
Total Number	2	8	16	21	29	28	35	22	29	124	126	141	141	86	74	56	21	37	996	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

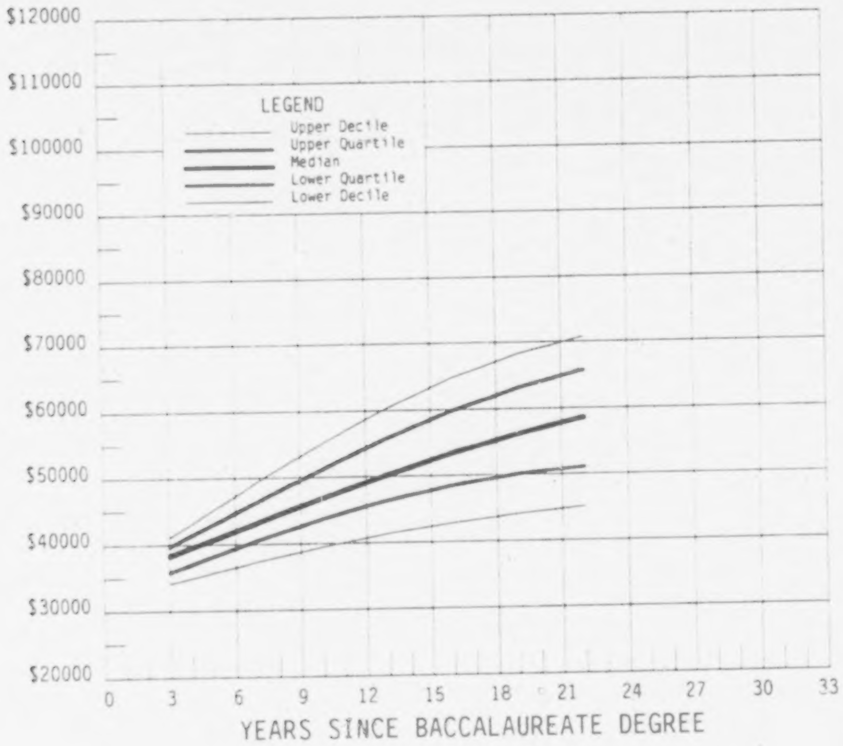
SALARY CURVES FOR ENGINEERS IN GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	42100	44700	47400	50150	53050	56000	62100	71500	80550	88700	95400	100450	103900	106000	107800	85100	2.2
Upper Quartile	0	0	0	39800	41900	44000	46150	48400	50650	55300	62300	69100	75350	80750	85200	88650	91200	94450	69350	2.2
Median	0	0	0	37750	39500	41250	43050	44900	46700	50400	55900	61100	65750	69750	73000	75550	77400	79850	54950	2.2
Lower Quartile	0	0	0	35900	37150	38350	39650	40900	42200	44750	48600	52350	55950	59250	62200	64800	66950	70350	44200	2.2
Lower Decile	0	0	0	33700	34750	35850	36950	38050	39150	41300	44400	47300	49900	52200	54150	55750	57000	58900	37600	2.2
Mean	0	0	0	37950	39750	41600	43500	45400	47350	51250	57050	62600	67600	71950	75500	78250	80250	82950	59150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	42350	40850	49350	51800	51350	54550	64000	71650	84050	78100	100950	93200	95250	96500	120300	85100	
Upper Quartile	0	0	0	40450	40050	45100	44500	47200	46600	57050	64150	69900	69600	83800	77700	82800	86900	103050	69350	
Median	0	0	0	38400	38800	41550	42000	43800	44200	50400	59800	59150	63550	71700	71200	66550	77500	84300	54950	
Lower Quartile	0	0	0	36450	36600	38200	37900	40150	39500	46400	50050	50950	50650	62300	62450	59550	68000	72600	44200	
Lower Decile	0	0	0	34750	33450	36100	36300	36600	33900	42600	47100	45700	46300	51800	54950	55850	55100	60500	37600	
Mean	0	0	0	38350	38350	42850	42150	44150	44100	52450	59150	61850	62750	74250	74200	71650	76650	88400	59150	
Supporting Data																				
Total Number	0	8	4	21	16	22	16	14	11	70	52	36	27	35	24	18	15	34	423	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN GAS UTILITIES NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	41050	43100	45150	47200	49250	51250	55100	60350	64750	68250	70750	0	0	0	0	62250	4.4
Upper Quartile	0	0	0	39700	41350	43000	44650	46300	47950	51200	55750	59750	63100	65700	0	0	0	0	53050	4.0.
Median	0	0	0	38250	39500	40700	41950	43200	44400	46800	50200	53350	56150	58500	0	0	0	0	45750	2.2
Lower Quartile	0	0	0	35750	37000	38200	39350	40500	41600	43700	46400	48500	50050	51050	0	0	0	0	39450	2.2
Lower Decile	0	0	0	34100	34900	35700	36500	37250	38000	39400	41250	42800	44050	45050	0	0	0	0	35600	2.2
Mean	0	0	0	37800	39200	40600	41950	43300	44650	47200	50800	53850	56450	58450	0	0	0	0	47200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	41950	40850	46800	45000	51750	0	54350	62600	62300	70700	69050	0	0	0	0	62250	
Upper Quartile	0	0	0	40250	40050	43850	43250	47650	0	50900	56350	59650	63900	64650	0	0	0	0	53050	
Median	0	0	0	38400	38800	41050	41350	43250	0	47700	49650	52250	53900	61250	0	0	0	0	45750	
Lower Quartile	0	0	0	36650	36600	37900	37550	39750	0	44750	47400	46150	48750	52600	0	0	0	0	39450	
Lower Decile	0	0	0	34950	33450	36000	36150	36350	0	40200	43100	37600	45450	46200	0	0	0	0	35600	
Mean	0	0	0	38300	38350	41150	40350	44000	0	47550	51350	52050	56350	59150	0	0	0	0	47200	
Supporting Data																				
Total Number	0	8	4	19	16	20	13	13	9	45	24	16	16	15	7	7	3	7	241	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

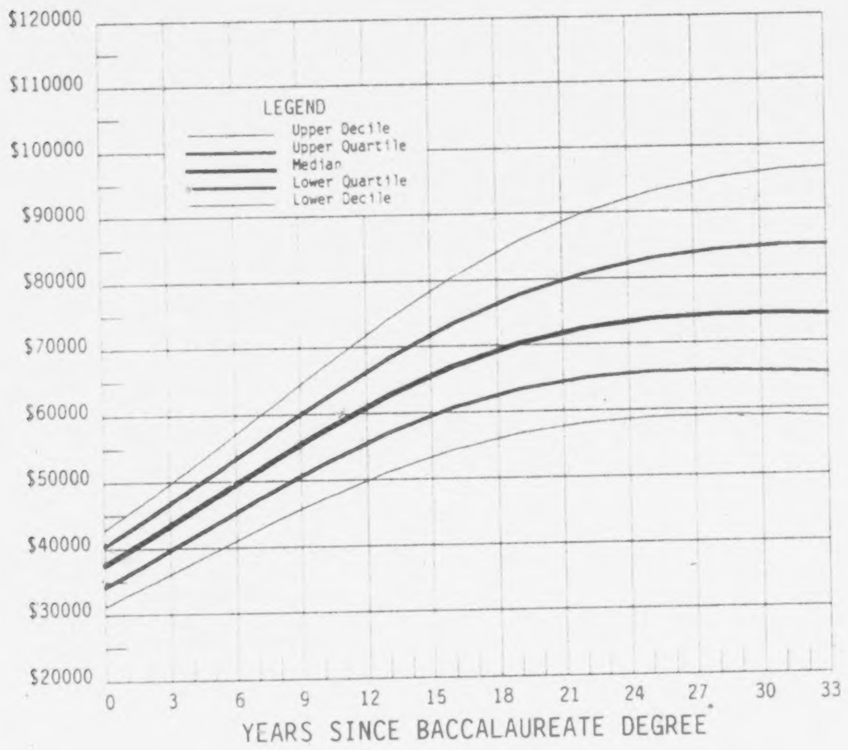
1992 ENGINEERING SALARY STATISTICS: GAS UTILITIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	41850	44400	47050	49800	52600	55550	61550	70700	79600	87600	94250	99250	102700	104800	106700	84300	2.2
Upper Quartile	0	0	0	39700	41750	43900	46100	48300	50600	55250	62300	69150	75450	80900	85400	88850	91400	94600	68800	2.2
Median	0	0	0	37550	39350	41150	43000	44900	46800	50600	56200	61400	66050	69900	72950	75250	76850	78850	54500	2.2
Lower Quartile	0	0	0	35700	37000	38300	39600	40950	42250	44950	48900	52700	56250	59450	62250	64650	66550	69500	43700	2.2
Lower Decile	0	0	0	33600	34700	35850	37000	38150	39250	41450	44650	47550	50150	52400	54250	55750	56850	58500	37350	2.2
Mean	0	0	0	37700	39500	41400	43300	45250	47250	51200	57150	62750	67800	72050	75500	78150	80000	82400	58800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	42350	40850	48000	52100	51350	54550	63200	70550	83300	79850	96900	94100	95250	88750	121000	84300	
Upper Quartile	0	0	0	40450	40050	44400	44900	47200	46600	57100	63850	70600	69750	83400	78350	82800	83350	104750	68800	
Median	0	0	0	38400	38800	41300	41850	43800	44200	50550	59200	60350	64600	71850	71350	66550	75550	83200	54500	
Lower Quartile	0	0	0	36450	36600	38050	37750	40150	39500	46550	49850	50450	53800	62400	61750	59550	66000	71800	43700	
Lower Decile	0	0	0	34750	33450	36050	36250	36600	33900	43000	47050	45150	48700	51150	54650	55850	54500	60300	37350	
Mean	0	0	0	38350	38350	41850	42150	44150	44100	52500	58750	62000	64500	73600	74600	71650	74200	88300	58800	
Supporting Data																				
Total Number	0	8	4	21	16	21	15	14	11	65	50	30	23	33	22	18	14	32	396	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: GAS UTILITIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	41000	43150	45250	47350	49400	51450	55350	60600	65000	68450	70900	0	0	0	0	62050	4.4
Upper Quartile	0	0	0	39700	41350	43000	44650	46300	47950	51200	55800	59900	63500	66350	0	0	0	0	52650	3.6
Median	0	0	0	38300	39500	40700	41900	43100	44300	46650	50000	53150	56000	58450	0	0	0	0	45450	2.2
Lower Quartile	0	0	0	35850	37000	38150	39300	40400	41500	43600	46400	48650	50350	51500	0	0	0	0	39200	4.8
Lower Decile	0	0	0	34050	34900	35750	36550	37350	38100	39550	41500	43150	44500	45550	0	0	0	0	35350	2.2
Mean	0	0	0	37850	39200	40550	41950	43300	44600	47200	50750	53900	56500	58550	0	0	0	0	46950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	41950	40850	46800	45150	51750	0	54700	62600	62150	71100	69300	0	0	0	0	62050	
Upper Quartile	0	0	0	40250	40050	43850	43250	47650	0	51000	56350	58000	66000	65200	0	0	0	0	52650	
Median	0	0	0	38400	38800	41050	41100	43250	0	47750	49650	50000	55000	61050	0	0	0	0	45450	
Lower Quartile	0	0	0	36650	36600	37900	37350	39750	0	44800	47400	45500	50400	51700	0	0	0	0	39200	
Lower Decile	0	0	0	34950	33450	36000	36100	36350	0	40500	43100	37000	47350	46050	0	0	0	0	35350	
Mean	0	0	0	38300	38350	41150	40150	44000	0	47650	51350	50600	57750	58950	0	0	0	0	46950	
Supporting Data																				
Total Number	0	8	4	19	16	20	12	13	9	41	24	14	14	14	6	7	3	7	230	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

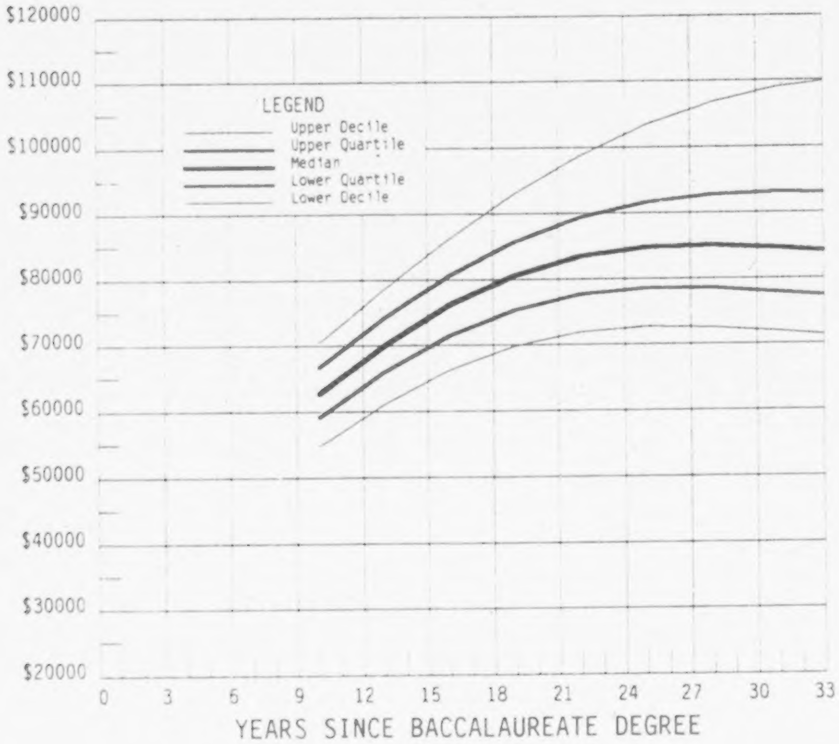
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT ORGANIZATIONS
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42800	45050	47300	49650	52050	54500	57000	59500	61950	66950	74050	80450	85800	90000	93050	95100	96300	97400	83500	2.2
Upper Quartile	40400	42450	44550	46700	48900	51100	53350	55550	57800	62100	68200	73450	77650	80750	82850	84100	84750	85000	71900	2.2
Median	37550	39450	41450	43450	45450	47500	49550	51550	53550	57400	62650	67000	70250	72450	73750	74300	74350	73800	61950	2.2
Lower Quartile	34200	36000	37800	39650	41550	43400	45300	47150	48950	52400	57050	60750	63350	64950	65700	65800	65600	64600	52800	2.2
Lower Decile	31250	32850	34450	36050	37700	39350	41000	42600	44200	47200	51200	54400	56700	58100	58800	59000	58850	58100	44500	2.2
Mean	37650	39500	41450	43400	45400	47450	49450	51450	53450	57350	62750	67350	71000	73600	75300	76300	76750	76750	63500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43650	46200	48550	51050	54950	57950	61150	62550	68200	74350	79250	82500	87550	90950	97800	97900	99100	83500	
Upper Quartile	0	41850	43450	46150	48550	51850	54500	57650	58800	63450	67900	71500	74700	78600	82250	84800	84800	87800	71900	
Median	0	37900	41350	43550	45300	48800	50750	53750	54750	59100	62700	64800	66850	67850	73150	75150	75100	77450	61950	
Lower Quartile	0	34950	36050	39150	40950	44300	45800	48750	49700	54100	57450	59250	61050	61250	64900	65400	65750	67750	52800	
Lower Decile	0	31650	32950	35700	37250	40400	41650	43950	44400	48150	51300	53600	54950	55550	58750	59300	58500	60050	44500	
Mean	0	38150	40300	42750	44750	48300	50150	53100	54250	58750	63000	65800	68250	70500	74650	77100	77400	79200	63500	
Supporting Data																				
Total Number	142	252	370	588	687	835	996	968	910	2993	2623	2042	1700	1604	1417	1345	1095	1979	22547	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	6	9	17	23	60	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

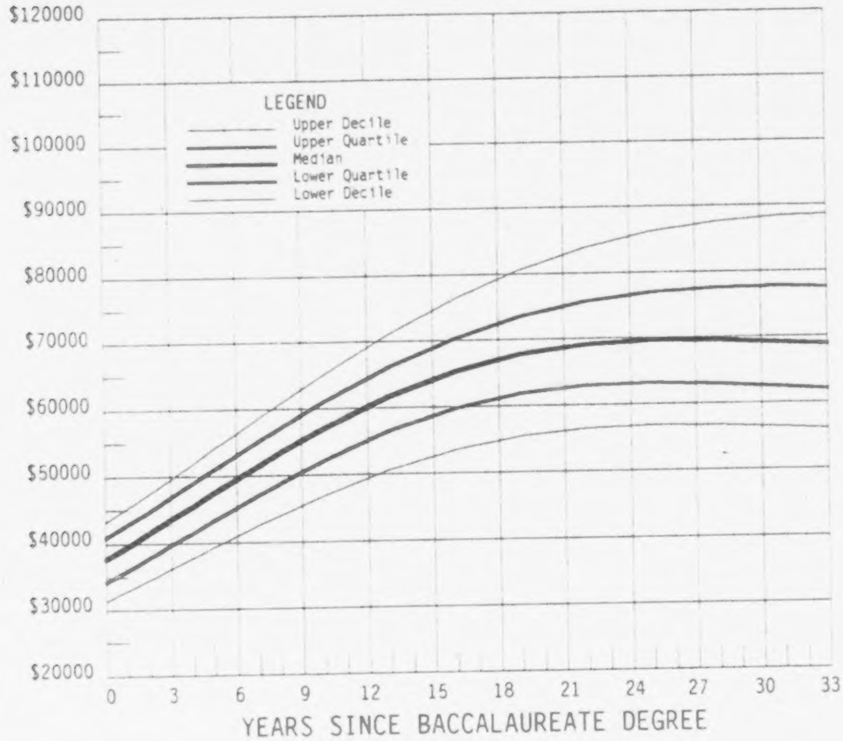
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT ORGANIZATIONS
SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70350	78500	86200	93000	98750	103300	106700	109050	111950	98400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66650	74150	80600	85750	89350	91600	92750	93100	92600	86700	2.2
Median	0	0	0	0	0	0	0	0	0	62600	69950	76100	80600	83400	84750	85000	84550	82800	78900	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	59100	65900	71450	75350	77650	78550	78500	77850	75850	72300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	54700	61050	66200	69800	71900	72650	72500	71850	69900	65600	2.2
Mean	0	6	0	0	0	0	0	0	0	63100	70250	76350	81150	84500	86500	87450	87650	86950	81050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75950	81850	86000	87200	93850	99150	109550	113750	114350	98400	
Upper Quartile	0	0	0	0	0	0	0	0	0	73300	76950	79850	82000	85250	88200	92050	94000	96750	86700	
Median	0	0	0	0	0	0	0	0	0	69500	72950	74950	76450	80400	81650	83900	83850	87200	78900	
Lower Quartile	0	0	0	0	0	0	0	0	0	65300	68450	70600	71050	75150	76450	77900	77100	79300	72300	
Lower Decile	0	0	0	0	0	0	0	0	0	61200	62550	65250	66300	69800	71150	72000	69700	73400	65600	
Mean	0	0	0	0	0	0	0	0	0	68800	72850	75700	76900	81650	84000	86900	87850	90450	81050	
Supporting Data																				
Total Number	0	0	0	1	6	6	28	30	36	240	417	394	423	429	491	450	352	634	3938	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	6	6	11	21	47	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT ORGANIZATIONS
NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43200	45300	47450	49600	51800	54050	56250	58500	60700	65000	71050	76350	80600	83850	86150	87600	88400	89000	75800	2.2
Upper Quartile	40850	42800	44800	46850	48900	51000	53050	55050	57050	60900	66050	70300	73500	75700	76950	77550	77700	77300	66650	2.2
Median	37650	39550	41550	43500	45500	47500	49500	51450	53350	56950	61650	65250	67750	69100	69650	69600	69150	67900	59450	2.2
Lower Quartile	34150	35950	37800	39650	41500	43350	45200	47050	48800	52150	56450	59700	61800	62900	63150	62900	62350	60950	50850	2.2
Lower Decile	31300	32900	34500	36100	37700	39350	40900	42500	44000	46900	50600	53450	55350	56400	56750	56650	56300	55250	43350	2.2
Mean	37750	39650	41500	43450	45350	47300	49200	51100	52950	56500	61300	65150	68050	69950	71000	71400	71450	70850	59800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43650	46200	48550	50850	54850	57750	60450	62100	66500	70100	74100	77600	81700	84700	90300	90300	91000	75800	
Upper Quartile	0	41850	43450	46150	48450	51850	54450	57350	58650	62600	65850	67800	69950	71000	75550	78900	79150	81400	66650	
Median	0	37900	41350	43550	45250	48800	50750	53600	54600	58500	61500	63000	64350	64750	67600	69300	70150	72750	59450	
Lower Quartile	0	34950	36050	39150	40950	44250	45850	48700	49550	53650	56550	57900	59500	59250	62050	62600	63050	64150	50850	
Lower Decile	0	31650	32950	35700	37300	40400	41650	44050	44350	47800	50500	52500	53350	53350	56650	57000	56500	57500	43350	
Mean	0	38150	40300	42750	44650	48300	50150	52850	53950	57850	61150	63450	65400	66450	69700	72150	72400	73950	59800	
Supporting Data																				
Total Number	142	252	370	587	680	829	968	938	874	2754	2205	1648	1278	1175	926	896	743	1345	18609	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	6	2	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41400	43450	45550	47750	49950	52200	54500	56850	59150	63800	70650	76950	82500	87050	90700	93350	95200	97400	80700	2.2
Upper Quartile	38400	40150	42000	43850	45750	47650	49600	51550	53450	57300	62850	67900	72300	75900	78700	80750	82200	83950	66850	2.2
Median	35150	36700	38300	39950	41600	43300	44950	46650	48300	51600	56250	60400	63950	66800	69000	70550	71650	72850	53800	2.2
Lower Quartile	32800	34100	35450	36800	38200	39550	40900	42300	43600	46250	49900	53200	55950	58200	59950	61200	62100	63150	43500	2.2
Lower Decile	30600	31750	32900	34050	35200	36350	37500	38650	39750	41950	44900	47550	49700	51500	52800	53800	54450	55300	37700	2.2
Mean	35850	37400	39050	40700	42350	44050	45750	47450	49150	52450	57250	61600	65350	68400	70800	72600	73900	75450	57050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42900	43600	46150	47050	49150	52050	52950	56350	58350	63800	72800	77550	78950	90100	95950	96450	92300	96050	80700	
Upper Quartile	39350	40650	42500	42850	43850	47750	48600	52000	53100	58500	63900	69100	69300	74800	80550	80850	79850	84600	66850	
Median	35500	37100	37750	39200	40500	43800	44650	47600	48800	52350	57800	60450	62100	62250	67650	71200	70200	74550	53800	
Lower Quartile	33650	34150	34000	36250	37700	40400	41250	43200	44000	46650	50250	53900	54300	56250	59500	59650	60200	64800	43500	
Lower Decile	30950	30800	32150	33500	34500	38150	38350	39700	41500	42200	44350	47100	48900	49400	53400	51100	53250	57050	37700	
Mean	37150	37350	38750	39850	41250	44550	45200	48000	49150	52950	58400	62000	63600	66800	71850	72750	71700	76250	57050	
Supporting Data																				
Total Number	138	202	224	270	230	255	302	250	205	588	507	333	288	292	207	232	268	759	5550	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	0	6	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	59600	62600	65600	71700	80700	88950	96000	101550	105550	108150	109650	110750	102550	2.2
Upper Quartile	0	0	0	0	0	0	54500	57150	59750	65000	72450	79100	84500	88500	91200	92700	93400	93450	89150	2.2
Median	0	0	0	0	0	0	49800	52150	54500	59150	65700	71500	76100	79500	81700	82900	83400	83300	77200	2.2
Lower Quartile	0	0	0	0	0	0	45000	47000	48950	52800	58350	63300	67400	70600	72850	74350	75250	75900	66800	2.2
Lower Decile	0	0	0	0	0	0	40850	42500	44150	47350	51950	56050	59550	62400	64500	66000	66950	67800	57300	3.4
Mean	0	0	0	0	0	0	50650	52950	55250	59800	66350	72150	77000	80700	83300	84950	85900	86500	79200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	55050	65600	69950	75050	81150	92050	82600	110250	106550	112300	107450	110950	102550	
Upper Quartile	0	0	0	0	0	0	51200	61200	64450	66950	74200	76550	77550	92250	93950	97300	87650	94350	89150	
Median	0	0	0	0	0	0	47400	56600	58150	61900	67500	73300	70950	79400	80500	78950	78500	86100	77200	
Lower Quartile	0	0	0	0	0	0	44200	42750	53100	52700	60800	67400	63250	69000	72150	72800	71100	77800	66800	
Lower Decile	0	0	0	0	0	0	42300	40600	49450	43750	54300	58800	55550	57900	64950	64700	63600	70200	57300	
Mean	0	0	0	0	0	0	48550	53800	59250	60850	68350	73850	70850	80950	84100	84800	81450	88150	79200	
Supporting Data																				
Total Number	0	0	0	0	5	4	12	12	12	27	61	54	53	42	67	62	80	242	734	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	6	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41450	43450	45500	47600	49750	51900	54050	56200	58350	62550	68500	73700	78000	81300	83650	85150	86050	86800	73700	2.2
Upper Quartile	38550	40250	42050	43850	45650	47500	49300	51100	52900	56450	61350	65650	69150	71900	73900	75250	76050	76850	62200	2.2
Median	35100	36650	38300	39900	41550	43200	44850	46450	48050	51200	55500	59200	62200	64500	66100	67100	67700	68200	51150	2.2
Lower Quartile	32750	34100	35450	36800	38150	39500	40800	42150	43450	45900	49350	52300	54700	56500	57850	58750	59300	59850	42400	2.2
Lower Decile	30500	31700	32850	34000	35200	36350	37500	38600	39700	41800	44600	47000	48850	50300	51300	51950	52350	52700	37000	2.2
Mean	35850	37400	39000	40600	42250	43900	45500	47150	48750	51850	56150	59900	63000	65400	67150	68300	69050	69750	53700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42900	43600	46150	47050	48400	52100	52800	55400	57100	63200	70000	73450	76450	86100	83350	86250	84400	85750	73700	
Upper Quartile	39350	40650	42500	42850	43750	47850	48450	51650	52550	58000	62800	65200	66600	69350	73450	76850	74800	77750	62200	
Median	35500	37100	37750	39200	40450	43650	44550	47500	48350	52050	56650	58800	60900	61050	63850	68100	65350	70100	51150	
Lower Quartile	33650	34150	34000	36250	37700	40350	41100	43250	43750	46450	49300	52800	53100	55200	56500	57000	57300	61750	42400	
Lower Decile	30950	30800	32150	33500	34450	38100	38300	39650	41400	42150	43750	46150	48000	48900	51450	49200	51550	54500	37000	
Mean	37150	37350	38750	39850	41050	44550	45050	47700	48550	52550	57050	59700	61950	64400	66000	68400	67500	70650	53700	
Supporting Data																				
Total Number	138	202	224	270	225	251	290	238	194	561	446	279	235	250	140	170	187	517	4816	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47400	49700	52100	54550	57000	59450	61900	66700	73550	79600	84550	88250	90850	92450	93350	93850	80200	2.2
Upper Quartile	0	0	45050	47200	49350	51550	53750	55900	58100	62300	68100	73050	76900	79700	81500	82500	82950	82900	69150	2.2
Median	0	0	42700	44650	46650	48600	50550	52500	54350	57950	62750	66600	69400	71150	72100	72400	72300	71550	60450	2.2
Lower Quartile	0	0	40550	42300	44100	45850	47600	49300	50950	54000	57950	60950	62950	64100	64500	64450	64100	63050	53100	2.2
Lower Decile	0	0	37600	39250	40850	42500	44050	45600	47050	49800	53250	55750	57350	58150	58300	58050	57600	56450	46950	2.2
Mean	0	0	42950	44850	46800	48750	50700	52650	54550	58200	63150	67250	70400	72600	74000	74700	74950	74750	62450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46350	48850	51200	54250	57900	59950	61750	67850	74700	78050	81450	85800	88150	95950	94050	96150	80200	
Upper Quartile	0	0	43800	46750	49100	52100	54950	57750	58650	63450	68300	70450	73600	77550	79950	82500	83350	87550	69150	
Median	0	0	42650	45250	46850	50000	52000	54600	55350	59400	62600	63600	65850	67150	71150	71450	72850	77850	60450	
Lower Quartile	0	0	41550	43400	44200	47150	48800	51000	51400	55350	57750	58400	60250	60650	63750	63700	64850	67700	53100	
Lower Decile	0	0	39300	41400	40750	43300	45400	47000	47400	50850	53200	53450	54700	54850	57700	58750	58250	59900	46950	
Mean	0	0	42750	45200	46300	49350	51850	54150	54950	59400	63450	64900	67250	69750	72750	75050	75700	78950	62450	
Supporting Data																				
Total Number	4	50	144	316	450	551	632	605	586	1865	1557	1036	812	769	647	562	450	764	11802	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	6	11	24	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70550	78350	85550	91800	96950	100850	103650	105550	107600	93600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	67450	74800	80950	85550	88500	90050	90550	90400	89050	84000	2.2
Median	0	0	0	0	0	0	0	0	0	63500	70750	76650	80750	83050	83900	83650	82850	80500	77150	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	60250	67000	72350	75900	77750	78200	77700	76750	74200	71150	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	56500	62950	67950	71250	72800	73000	72300	71200	68550	65950	2.2
Mean	0	0	0	0	0	0	0	0	0	64000	71000	76850	81250	84100	85600	86050	85900	84600	79150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75650	81250	84350	86250	93250	93600	103850	111500	113600	93600	
Upper Quartile	0	0	0	0	0	0	0	0	0	73050	77100	79300	81400	84450	86400	88700	91350	94700	84000	
Median	0	0	0	0	0	0	0	0	0	69800	73400	74450	75750	79700	79900	81800	82900	86500	77150	
Lower Quartile	0	0	0	0	0	0	0	0	0	66350	69350	69750	71050	74650	75900	76600	76200	79000	71150	
Lower Decile	0	0	0	0	0	0	0	0	0	63450	65050	64850	67350	69700	70450	70250	69100	74400	65950	
Mean	0	0	0	0	0	0	0	0	0	69650	73450	74700	76450	81050	81950	84450	86500	90200	79150	
Supporting Data																				
Total Number	0	0	0	1	1	2	14	15	18	181	307	212	226	214	220	184	135	264	1995	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	4	11	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47850	49900	51950	54000	56100	58150	60150	64100	69600	74400	78350	81350	83500	84950	85800	86600	71550	2.2
Upper Quartile	0	0	45500	47450	49450	51400	53350	55250	57150	60700	65450	69250	72100	73950	75000	75450	75500	75000	64350	2.2
Median	0	0	42850	44800	46750	48650	50550	52400	54150	57450	61650	64750	66700	67700	67900	67600	67050	65600	58250	2.2
Lower Quartile	0	0	40650	42450	44200	45900	47600	49250	50800	53700	57250	59750	61250	61850	61800	61350	60700	59250	51600	2.2
Lower Decile	0	0	37800	39400	41000	42550	44050	45550	46950	49500	52600	54750	56000	56450	56350	55900	55300	53950	45950	2.2
Mean	0	0	43150	45000	46800	48650	50450	52200	53900	57150	61400	64700	67100	68550	69300	69550	69400	68700	59100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46350	48850	51100	54150	57650	59700	61100	65650	68900	71650	74200	79050	82050	90050	87600	89150	71550	
Upper Quartile	0	0	43800	46750	49050	52050	54850	57500	58450	62350	65000	66650	67550	69300	73100	75000	77800	82100	64350	
Median	0	0	42650	45250	46850	50000	52000	54450	55250	58700	61050	61900	62850	63800	66350	66700	68400	72200	58250	
Lower Quartile	0	0	41550	43400	44200	47150	48850	50850	51250	54800	56750	57200	58150	58350	61000	61500	62400	63600	51600	
Lower Decile	0	0	39300	41400	40700	43300	45500	46900	47300	50500	52150	52400	53000	52750	56400	57000	56950	57350	45950	
Mean	0	0	42750	45150	46300	49350	51750	53900	54650	58300	61000	62350	63700	65400	68000	70500	71050	73050	59100	
Supporting Data																				
Total Number	4	50	144	316	449	548	618	590	568	1685	1250	824	586	555	426	379	315	500	9806	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58700	61050	63400	68100	75000	81550	87400	92450	96600	99850	102250	105550	89600	2.2
Upper Quartile	0	0	0	0	0	0	54900	57100	59350	63750	69950	75400	79900	83350	85800	87400	88350	89100	79750	2.2
Median	0	0	0	0	0	0	50850	53000	55150	59300	64950	69700	73300	75750	77150	77800	77900	77350	69450	2.2
Lower Quartile	0	0	0	0	0	0	48200	50150	52100	55850	60800	64700	67400	69050	69750	69800	69500	68300	63200	2.2
Lower Decile	0	0	0	0	0	0	45100	47100	49050	52700	57450	61000	63250	64350	64450	64000	63200	61400	58750	2.2
Mean	0	0	0	0	0	0	51900	54000	56050	60100	65750	70600	74450	77300	79200	80300	80850	81050	72800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	63750	65400	66950	70800	74300	81500	84150	87750	93950	101100	106300	110400	89600	
Upper Quartile	0	0	0	0	0	0	61150	62450	63450	66450	68950	73850	77500	80500	84450	87850	89600	93650	79750	
Median	0	0	0	0	0	0	56200	58950	60400	62300	65300	67300	70000	71500	76150	79800	80050	80700	69450	
Lower Quartile	0	0	0	0	0	0	54200	54650	56000	58650	61800	62950	64750	65150	67900	69850	71150	73050	63200	
Lower Decile	0	0	0	0	0	0	53050	51350	50600	55400	58550	59200	60850	61050	63000	63350	65400	65200	58750	
Mean	0	0	0	0	0	0	57300	58700	59400	62700	65900	69050	71800	73550	77900	81000	83450	84600	72800	
Supporting Data																				
Total Number	0	0	1	1	6	30	62	113	119	539	558	674	601	543	563	551	378	456	5195	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	4	11	6	27	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

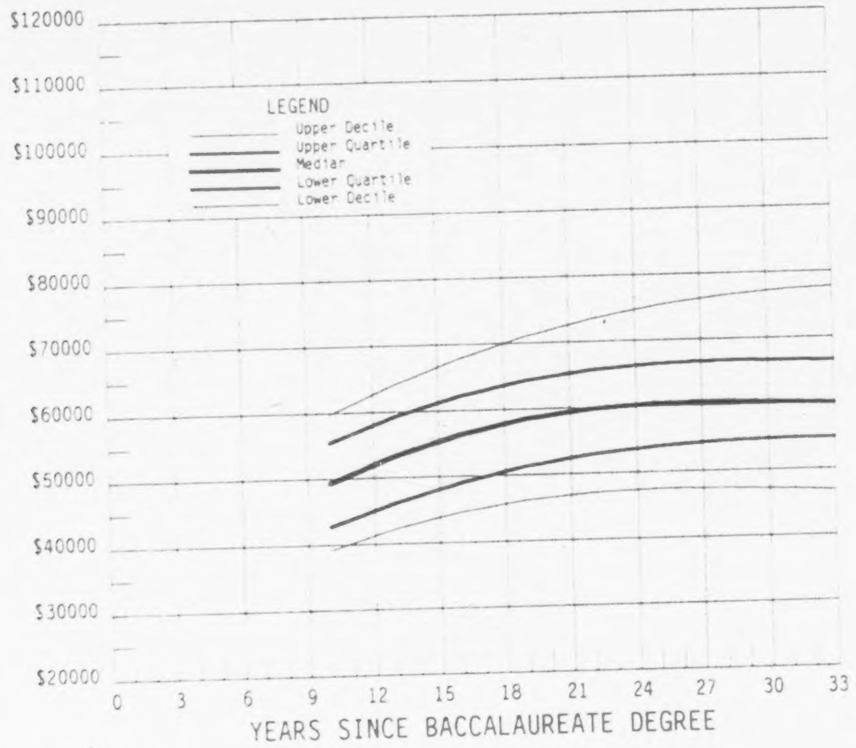
1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69650	77800	85600	92800	99100	104400	108600	111850	116200	104600	2.4
Upper Quartile	0	0	0	0	0	0	0	0	0	68500	75750	81750	86450	89900	92350	93950	94950	95800	89400	3.4
Median	0	0	0	0	0	0	0	0	0	65400	72200	77350	81000	83400	84900	85850	86400	86800	82450	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	61750	68050	72650	75850	77950	79200	80000	80400	80750	76400	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	58300	64350	68800	71750	73600	74750	75400	75750	76000	71250	3.4
Mean	0	0	0	0	0	0	0	0	0	65350	72350	78050	82400	85600	87800	89300	90150	90900	85250	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	79700	84550	87450	89250	92350	100500	112150	118300	118500	104600	
Upper Quartile	0	0	0	0	0	0	0	0	0	75500	79350	81950	83700	85900	89250	93750	98750	103850	89400	
Median	0	0	0	0	0	0	0	0	0	72450	73600	76750	78900	81250	83350	86100	86950	92450	82450	
Lower Quartile	0	0	0	0	0	0	0	0	0	66200	68950	72800	73550	76500	78100	81300	81550	82350	76400	
Lower Decile	0	0	0	0	0	0	0	0	0	61900	65200	69350	69200	72400	73850	76400	77050	77300	71250	
Mean	0	0	0	0	0	0	0	0	0	70950	74750	78150	79750	82600	86150	89750	92950	95200	85250	
Supporting Data																				
Total Number	0	0	0	0	0	0	1	3	6	31	49	128	144	173	204	205	137	128	1208	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	3	7	4	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT ORGANIZATIONS, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58450	60550	62650	66800	72700	78100	82800	86700	89750	92100	93750	95850	83400	2.2
Upper Quartile	0	0	0	0	0	0	55050	57050	59050	62900	68150	72550	76050	78550	80150	81100	81600	81700	73600	2.2
Median	0	0	0	0	0	0	51300	53350	55350	59150	64200	68100	70850	72450	73150	73200	72850	71600	66550	2.2
Lower Quartile	0	0	0	0	0	0	48600	50600	52500	56050	60650	64050	66150	67150	67300	66900	66150	64450	61800	2.2
Lower Decile	0	0	0	0	0	0	45500	47450	49350	52900	57450	60650	62550	63300	63150	62450	61500	59450	57550	2.2
Mean	0	0	0	0	0	0	52150	54100	56050	59750	64750	68850	71850	73900	75100	75650	75750	75250	69050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	63800	64400	66700	69700	71800	76550	80400	82100	88050	92550	94500	102950	83400	
Upper Quartile	0	0	0	0	0	0	61250	62200	63400	65850	67850	70350	73450	73250	78550	82250	83250	87500	73600	
Median	0	0	0	0	0	0	56400	58700	60550	62000	64850	65900	67550	67350	70700	73550	75300	77600	66550	
Lower Quartile	0	0	0	0	0	0	54300	54550	56400	58450	61500	62050	63500	63250	65300	66050	68050	69750	61800	
Lower Decile	0	0	0	0	0	0	53200	51300	51900	55250	58250	58200	60200	60050	61400	61550	64100	63600	57550	
Mean	0	0	0	0	0	0	57750	58400	59600	62200	65100	66950	69300	69350	73200	75850	78050	80450	69050	
Supporting Data																				
Total Number	0	0	1	1	6	30	61	110	112	508	509	546	457	370	359	347	241	328	3987	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

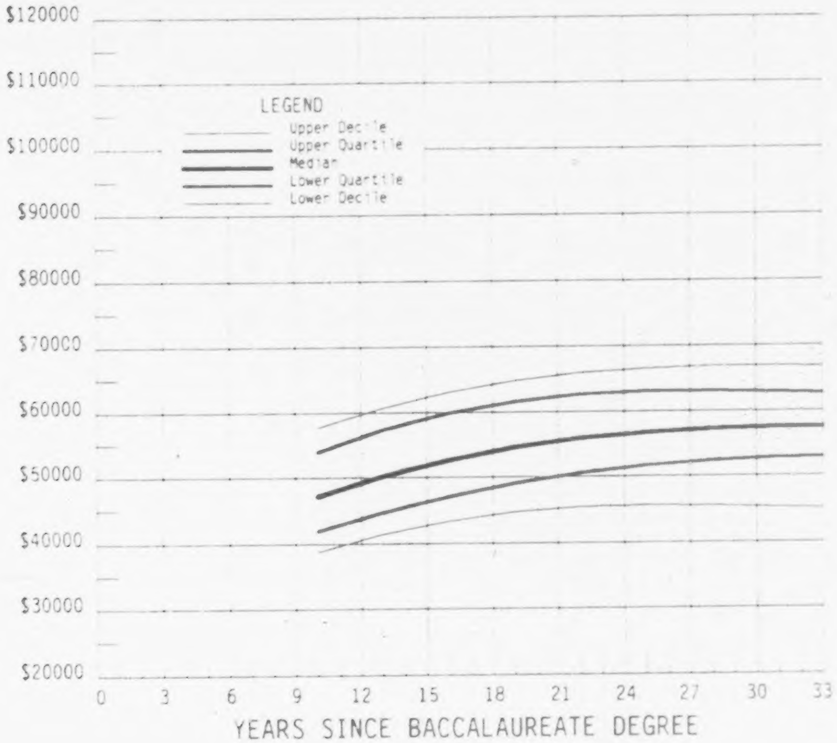
SALARY CURVES FOR ENGINEERS IN OTHER NON-MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	59700	64050	67850	70950	73400	75250	76550	77400	78400	69200	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	55450	59250	62200	64350	65700	66450	66700	66650	66150	61250	2.2
Median	0	0	0	0	0	0	0	0	0	49300	53250	56350	58500	59800	60400	60450	60250	59400	53500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	42750	46200	49050	51300	52900	53950	54550	54800	54850	43800	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	39150	42250	44600	46200	47100	47400	47350	47050	46150	38300	2.2
Mean	0	0	0	0	0	0	0	0	0	49200	53100	56250	58600	60100	60950	61300	61350	60900	53500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52550	0	0	0	59400	62600	68200	69350	80750	74800	83500	70800	78000	69200	
Upper Quartile	0	0	0	0	0	49250	0	0	0	55000	57800	61000	63150	71500	67500	77500	65500	63550	61250	
Median	0	0	0	0	0	42100	0	0	0	49250	52250	55700	57350	65500	61000	63000	59500	58350	53500	
Lower Quartile	0	0	0	0	0	38400	0	0	0	41000	44900	50250	50400	60350	53750	56500	56250	52800	43800	
Lower Decile	0	0	0	0	0	34600	0	0	0	38700	39050	45350	45500	52550	47900	53450	50900	43250	38300	
Mean	0	0	0	0	0	42600	0	0	0	48700	51650	56850	57000	66050	60750	66650	59600	59550	53500	
Supporting Data																				
Total Number	0	7	4	4	7	13	9	8	5	36	27	29	30	17	13	13	13	35	270	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER NON-MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



1992 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	57650	60700	63100	64800	65900	66550	66850	66900	66650	63600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	53900	57300	59850	61600	62600	63050	63100	62900	62200	58050	2.2
Median	0	0	0	0	0	0	0	0	0	47150	50150	52600	54500	55850	56700	57200	57450	57550	50800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	41900	44700	47100	49050	50500	51600	52300	52750	53200	42050	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	38700	41350	43350	44650	45350	45600	45500	45200	44450	37200	2.2
Mean	0	0	0	0	0	0	0	0	0	47450	50600	53050	54850	56000	56700	57000	57050	56750	50100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	51200	0	0	0	58550	58400	63600	64000	66650	67800	0	71200	65000	63600	
Upper Quartile	0	0	0	0	0	47000	0	0	0	54350	56000	59400	61000	64650	64500	0	66000	60750	58050	
Median	0	0	0	0	0	41750	0	0	0	47500	47000	54500	52250	61350	59000	0	60000	55700	50800	
Lower Quartile	0	0	0	0	0	38000	0	0	0	40450	44000	48750	48000	54500	52250	0	56000	51250	42050	
Lower Decile	0	0	0	0	0	34400	0	0	0	38450	38000	44450	44000	51500	47300	0	50600	41750	37200	
Mean	0	0	0	0	0	41600	0	0	0	47700	48300	54300	53650	59950	56700	0	59750	55400	50100	
Supporting Data																				
Total Number	0	7	4	4	7	12	8	7	4	31	20	23	20	10	11	7	12	25	212	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1992 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	59350	63750	67850	71400	74150	76050	77250	77950	78350	69450	4.4
Upper Quartile	0	0	0	0	0	0	0	0	0	55850	59400	62300	64400	65850	66750	67150	67300	67150	61600	2.2
Median	0	0	0	0	0	0	0	0	0	49850	53500	56350	58350	59600	60200	60350	60200	59600	53500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	41150	44950	48750	51800	53900	55100	55650	55900	56000	43800	5.8
Lower Decile	0	0	0	0	0	0	0	0	0	38000	41000	43850	46100	47600	48450	48850	49050	49100	38250	5.8
Mean	0	0	0	0	0	0	0	0	0	49550	53200	56200	58500	60100	61050	61600	61800	61700	53450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52700	0	0	0	60400	63000	66800	69600	81000	75200	84500	71200	78400	69450	
Upper Quartile	0	0	0	0	0	50000	0	0	0	55500	58200	60650	63350	72000	68000	77000	66000	64000	61600	
Median	0	0	0	0	0	42500	0	0	0	51000	52250	55250	56000	66000	62000	63000	60000	58000	53500	
Lower Quartile	0	0	0	0	0	39500	0	0	0	41000	44750	49500	50000	61350	56000	57500	56000	52250	43800	
Lower Decile	0	0	0	0	0	36400	0	0	0	38900	38750	44900	45200	54800	50600	54650	50600	43100	38250	
Mean	0	0	0	0	0	43250	0	0	0	49600	51750	55350	56750	66950	63600	67000	59750	59550	53450	
Supporting Data																				
Total Number	0	7	1	4	7	12	8	7	4	26	25	26	28	16	12	11	12	24	234	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $20000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

APPENDICES:

List of Survey Participants, by Industry Sector

Copies of the Survey Instruments

Blank Form for Plotting Curves

1992 SALARY SURVEY PARTICIPANTS: INDUSTRY SECTORS

NOTE: EMC has been working for some time to sharpen its systems for the assignment of establishments to industrial sectors. One change is that our data collection instruments now obtain specific information on whether responding organizations represent entire companies or some particular division or geographic location. In the following lists, if no special information is provided, the data provided by the organization are for the entire company. If divisional or other special identification is included, the data in the 1992 survey are for those units only.

AEROSPACE *(NOTE: aerospace establishments are also included in the Transportation Equipment sector)*

Aeronca, Inc., Middletown, Ohio
Boeing Helicopters, Philadelphia, Pennsylvania
CSA Engineering, Inc., Palo Alto, California (primary classification: Engineering Services)
Contraves U.S.A., Pittsburgh, Pennsylvania
Dynamic Controls Corporation, South Windsor, Connecticut (primary classification: Electronic Equipment)
General Dynamics, Research & Engineering/Fort Worth Division, Fort Worth, Texas (also classed with Electronic Equipment)
Grumman Corporation, Aircraft Systems/Space & Electronics/Melborne Systems Divisions, Bethpage, New York (also classed with Electronic Equipment)
Lear Astronics Corporation, Santa Monica, California (also classed with Electronic Equipment)
Litton Instruments & Life Support Division, Davenport, Iowa (also classed with Electronic Equipment, Precision Instruments)
Loral Defense Systems/Arizona, Litchfield Park, Arizona (primary classification: Research Organizations)
Rocket Research Company, Redmond, Washington (also classed with Research Organizations)
Teledyne Brown Engineering, Aerospace Group, Huntsville, Alabama

BASIC METALS

Inland Steel Company, East Chicago, Illinois (also classed with Fabricated Metal Products)
National Steel Corporation, R&D Group, Trenton, Michigan (also classed with Research Organizations)
Oregon Metallurgical Corporation, Albany, Oregon
Timken Company, North Canton, Ohio (primary classification: Fabricated Metal Products)
U. S. Reduction Company, Munster, Indiana

CHEMICALS, DRUGS & PLASTICS

Chevron Corporation, San Francisco, California (primary classification: Petroleum)
Dow Chemical U.S.A., Midland, Michigan
Dow Corning Coporation, Midland, Michigan
E. I. duPont de Nemours & Co., Wilmington, Delaware
Henkel Corporation, Organic Products Division, Ambler, Pennsylvania
Mississippi Chemical Corporation, Yazoo City, Mississippi
Mobil Corporation, Fairfax, Virginia (primary classification: Petroleum)
Napp Inc., Lodi, New Jersey
National Starch & Chemical Company, Bridgewater, New Jersey
Peterson Manufacturing Company, Grandview, Missouri (primary classification: Transportation Equipment)
PQ Corporation, Corporate Division, Valley Forge, Pennsylvania
Rohm & Haas Company, Philadelphia, Pennsylvania
Scott Specialty Gases, Inc., Technical Group, Plumsteadville, Pennsylvania

COMMUNICATION SERVICES

Carolina Telephone & Telegraph Co., Tarboro, North Carolina
Lincoln Telephone & Telegraph Co., Lincoln, Nebraska
MCI Communications Corporation, Washington, D.C.
Michigan Bell Telephone Company, Detroit, Michigan

Pacific Telecom, Inc., Vancouver, Washington
Quintron Systems, Inc., Vandenberg AFB, California
Southwestern Bell Technology Resources, Inc., St. Louis, Missouri (also classed with Research Organizations)

COMPUTING SYSTEMS (including either hardware or software)

Aquidneck Data Company, Middletown, Rhode Island
Computer Sciences Corporation, Systems Engineering Division, Falls Church, Virginia (also classed with Engineering Services)
Eyring Corporation, Provo, Utah (primary classification: Engineering Services)
Hughes Network Systems, East Coast Engineering Division, Germantown, Maryland
Jacobs Associates, San Francisco, California (also classed with Consulting Services)
Mechanical Dynamics, Inc., Ann Arbor, Michigan
Summagraphics Corporation, Fairfield, Connecticut
Teledyne Brown Engineering, R&D Group, Huntsville, Alabama (primary classification: Research Organizations)

CONSTRUCTION

Chiyoda International Company, Seattle, Washington (primary classification: Engineering Services)
DeKalb Plant Genetics, DeKalb, Illinois (primary classification: Consulting Services)
Ebasco Services, Inc., New York, New York (primary classification: Consulting Services)
Fluor Daniel Inc., Irvine Office, Irvine, California (primary classification: Consulting Services)
O'Brien-Kreitzberg & Associates, San Francisco, California (also classed with Consulting Services)
State Farm Insurance Companies, Building Design & Construction Division, Bloomington, Illinois (primary classification: Consulting Services)
Sverdrup Corporation, Maryland Heights, Missouri (primary classification: Consulting Services)
W. M. Lyles Co., Fresno, California (also classed with Environmental Services, Gas Utilities)

CONSULTING SERVICES

Aerospace Corporation, Los Angeles, California (primary classification: Research Organizations)
ANCO Engineers, Inc., Culver City, California (also classed with Research Organizations)
Belcan Engineering Services, Concinnati, Ohio
Boyd Brown Stude & Cambern, Chtd., Kansas City, Missouri
Burgess & Niple, Columbus, Ohio
CH2M Hill, Inc., Englewood, Colorado (also classed with Engineering Services)
Chen-Northern, Inc., Denver, Colorado
Clyde E. Williams & Associates, South Bend, Indiana
Daniel, Mann, Johnson & Mendenhall, Washington Office, Washington, D.C.
DeKalb Plant Genetics, DeKalb, Illinois (also classed with Construction)
Design Automation, Inc., Lexington, Massachusetts
Ebasco Services, Inc., New York, New York (also classed with Construction, Engineering Services)
ElectroCom Gard Inc., Niles, Illinois (primary classification: Research Organizations)
ETEC, Irvine, California (also classed with Environmental Services)
Farris Engineering, Inc., Omaha, Nebraska
First Brands Corporation, General Engineering Division, East Hartford, Connecticut (primary classification: Other Nondurable Goods)
Fluor Daniel Inc., Irvine Office, Irvine, California (also classed with Construction, Engineering Services)
Foster-Miller, Inc., Waltham, Massachusetts (primary classification: Research Organizations)
General Research Corp., McLean, Virginia
Glosten Associates, Seattle, Washington (also classed with Engineering Services)
Graef, Anhalt, Schloemer & Associates, Milwaukee, Wisconsin
Greeley and Hansen, Chicago, Illinois
Hardesty & Hanover Consulting Engineers, New York, New York
Harza Engineering Company, Chicago, Illinois

Hedges & Roth Engineering, Inc., Kirkland, Washington (also classed with Engineering Services)
Howard, Needles, Tammen & Bergenhoff, Inc., Kansas City, Missouri (also classed with Engineering Services)
Jacobs Associates, San Francisco, California (primary classification: Computing Systems)
J. J. Krebs & Sons Inc., Metarie, Louisiana
Kennedy/Jenks Consultants, Inc., San Francisco, California (also classed with Environmental Services)
Korda/Nemeth Engineering, Inc., Columbus, Ohio
Lawler, Matusky & Skelby Engineers, Pearl River, New York (also classed with Environmental Services, Research Organizations)
Linnhoff March, Inc., Leesburg, Virginia
Louis Rudzinsky Associates, Inc., Lexington, Massachusetts
McCrone, Inc., Annapolis, Maryland (also classed with Engineering Services)
Nolte & Associates, San Jose Regional Office, San Jose, California (also classed with Environmental Services)
O'Brien-Kreitzberg & Associates, San Francisco, California (primary classification: Construction)
PDI Corp., Annapolis, Maryland (also classed with Electronic Equipment)
Port Authority of New York & New Jersey, Engineering Division, New York, New York
Robert H. Fuller & Associates, Inc., Columbus, Ohio (also classed with Engineering Services)
Rushmore Engineering, Rushmore Electric Power Cooperative, Rapid City, South Dakota (primary classification: Electric Utilities)
Sargent & Lundy, Chicago, Illinois
Schaaf & Wheeler, San Jose, California
SFC Engineering Company, Phoenix, Arizona (formerly listed as Franzoy-Corey Engineering)
Hedges & Roth Engineering, Inc., Kirkland, Washington (also classed with Engineering Services)
Howard, Needles, Tammen & Bergenhoff, Inc., Kansas City, Missouri (also classed with Engineering Services)
Robert H. Fuller & Associates, Inc., Columbus, Ohio (also classed with Engineering Services)
Southern Engineering Company, Atlanta, Georgia (also classed with Engineering Services)
Southern Engineering Company, Atlanta, Georgia (also classed with Engineering Services)
Stanley Consultants Inc., Muscatine, Iowa
State Farm Insurance Companies, Building Design & Construction Division, Bloomington, Illinois (also classed with Construction)
Structural Dynamics Research Corporation, Engineering Services Division, Western Regional Operations, San Diego, California (primary classification: Engineering Services)
Sverdrup Corporation, Maryland Heights, Missouri (also classed with Construction)
Wilson & Company, Salina, Kansas

ELECTRIC UTILITIES

Allegheny Power Service Corporation, Greensburg, Pennsylvania
Appalachian Power Company, Roanoke, Virgina
Arkansas Power & Light Company, Little Rock, Arkansas
Boston Edison, Boston, Massachusetts
Cajun Electric Power Cooperative, Inc., Baton Rouge, Louisiana
Carolina Power & Light Company, Raleigh, North Carolina
Central Illinois Public Service Company, Springfield, Illinois
City Public Service Board, San Antonio, Texas
Commonwealth Edison Company, Chicago, Illinois
Deseret Generation & Transmission Co-Operative, Sandy, Utah
Detroit Edison, Detroit, Michigan
Electric Power Board of Chattanooga, Chattanooga, Tennessee
El Paso Electric Company, El Paso, Texas
Gulf Power Company, Pensacola, Florida
Indianapolis Power & Light Company, Indianapolis, Indiana
Iowa Power, Inc., Des Moines, Iowa
Iowa-Illinois Gas & Electric Company, Davenport, Iowa
Kansas City Power & Light Company, Kansas City, Missouri
Minnesota Power, Duluth, Minnesota
Nebraska Public Power District, Columbus, Nebraska

New York State Electric & Gas Corp., Binghamton, New York
Northern Neck Electric Cooperative, Warsaw, Virginia
Pennsylvania Power & Light Company, Allentown, Pennsylvania
Pacific Generation Company, Portland, Oregon
Potomac Edison Company, Hagerstown, Maryland
Public Service Company of Oklahoma, Tulsa, Oklahoma
Public Service Electric & Gas Co., Newark, New Jersey
Rushmore Engineering, Rushmore Electric Power Cooperative, Rapid City, South Dakota (also classed with Consulting Services)
South Carolina Electric & Gas Co., Columbia, South Carolina
Southern Company Services, Birmingham, Alabama
Southern Indiana Gas & Electric Co., Evansville, Indiana
Springfield Utility Board, Springfield, Oregon
St. Johns River Power Park, Jacksonville, Florida
Tampa Electric Company, Tampa, Florida
Upper Peninsula Power Company, Houghton, Michigan
Virginia Power, Richmond, Virginia
Wolf Creek Nuclear Operating Corporation, Burlington and Wichita, Kansas

ELECTRICAL MACHINERY

Bloom Engineering Company, Inc., Pittsburgh, Pennsylvania
BIW Cable Systems, Applications Engineering Department, North Dighton, Massachusetts
Hoover Company, North Canton, Ohio
Maytag Company, Newton, Iowa
Milwaukee Electric Tool Corporation, Brookfield, Wisconsin
S&C Electric Company, Chicago, Illinois (primary classification: Precision Instruments)
Snyder General Corporation, Commercial Products Division, Minneapolis, Minnesota
Whirlpool Corporation, Benton Harbor, Michigan

ELECTRONIC EQUIPMENT

Abbott Electronics, Inc., Los Angeles, California
Allen-Bradley Company, Milwaukee, Wisconsin
American Telephone & Telegraph Co., Bernardsville, New Jersey
AMP Incorporated, Harrisburg, Pennsylvania (also classed with Fabricated Metal Products)
Andrew Corporation, Orland Park, Illinois
Applied Microsystems Corporation, Redmond, Washington
Burleigh Instruments, Inc., Fishers, New York
Charleswater Division of Desco Industries, Inc., West Newton, Massachusetts
Dynamic Controls Corporation, South Windsor, Connecticut (also classed with Aerospace)
General Dynamics, Research & Engineering/Fort Worth Division, Fort Worth, Texas (primary classification: Aerospace)
Grumman Corporation, Aircraft Systems/Space & Electronics/Melborne Systems Divisions, Bethpage, New York (primary classification: Aerospace)
Hazeltine Corporation, Greenlawn, New York
ICD Drives, Inc., Grand Island, New York (formerly listed as Emerson Industrial Controls)
ISCO, Inc., Lincoln, Nebraska (also classed with Precision Instruments)
Ivac Corporation, San Diego, California
Keltron Corporation, Waltham, Massachusetts
Lear Astronics Corporation, Santa Monica, California (primary classification: Aerospace)
Litton Instruments & Life Support Division, Davenport, Iowa (primary classification: Aerospace)
LNR Communications, Inc., Hauppauge, New York
Northrop Corporation, Electronic Systems Division, Rolling Meadows, Illinois (also classed with Precision Instruments)
Ocean & Atmospheric Science, Inc., Dobbs Ferry, New York (also classed with Precision Instruments, Research Organizations)

PDI Corp., Annapolis, Maryland (primary classification: Consulting Services)
Plantronics, Inc., Data Communications Group, Frederick, Maryland
R. L. Drake Company, Franklin, Ohio
Racal-Datacom, Inc., Sunrise, Florida
Syracuse Research Corporation, Defense Electronics Engineering Division, Syracuse, New York (primary classification: Research Organizations)
Teledyne Avionics, Charlottesville, Virginia (also classed with Precision Instruments)
Teledyne Lewisburg, Lewisburg, Tennessee
Vicon Industries, Inc., Melville, New York

ENGINEERING SERVICES

BDM International, Inc., McLean, Virginia
CH2M Hill, Inc., Englewood, Colorado (primary classification: Consulting Services)
Chiyoda International Company, Seattle, Washington (also classed with Construction)
Computer Sciences Corporation, Systems Engineering Division, Falls Church, Virginia (primary classification: Computing Systems)
CQ Inc., Homer City, Pennsylvania (primary classification: Research Organizations)
Creare, Inc., Hanover, New Hampshire
CSA Engineering, Inc., Palo Alto, California (also classed in Aerospace)
Dynetics, Inc., Huntsville, Alabama
Ebasco Services, Inc., New York, New York (primary classification: Consulting Services)
ElectroCom Gard Inc., Niles, Illinois (primary classification: Research Organizations)
Eyring Corporation, Provo, Utah (also classed with Computing Systems)
Fluor Daniel Inc., Irvine Office, Irvine, California (primary classification: Consulting Services)
G.E. Nuclear Energy, San Jose, California (also classed with Other Durable Goods)
General Dynamics Corporation, Electric Boat Division, Groton, Connecticut (primary classification: Transportation Equipment)
Glosten Associates, Seattle, Washington (primary classification: Consulting Services)
Haldor Topsoe Inc., Houston, Texas (primary classification: Other Nondurable Goods)
Hedges & Roth Engineering, Inc., Kirkland, Washington (primary classification: Consulting Services)
Howard, Needles, Tammen & Bergenhoff, Inc., Kansas City, Missouri (primary classification: Consulting Services)
Kerman R. Dennis, P.E., Consultant, Seattle, Washington
Massey Ferguson Inc., Des Moines, Iowa
Robert H. Fuller & Associates, Inc., Columbus, Ohio (primary classification: Consulting Services)
S. M. Stoller Corporation, Boulder, Colorado (also classed with Environmental Services)
Southern Engineering Company, Atlanta, Georgia (primary classification: Consulting Services)
Structural Dynamics Research Corporation, Engineering Services Division, Western Regional Operations, San Diego, California (also classed with Consulting Services)
Sverdrup Technology, Inc., Tullahoma, Tennessee (12 locations)
Teledyne Brown Engineering, R&D Group, Huntsville, Alabama (primary classification: Research Organizations)
Westinghouse Electric Corporation, Energy Systems Business Unit, Pittsburgh, Pennsylvania
Westinghouse Hanford Company, Richland, Washington

ENVIRONMENTAL SERVICES

Clyde E. Williams & Associates, South Bend, Indiana (primary classification: Consulting Services)
ETEC, Irvine, California (primary classification: Consulting Services)
Kennedy/Jenks Consultants, Inc., San Francisco, California (primary classification: Consulting Services)
Lawler, Matusky & Skelby Engineers, Pearl River, New York (primary classification: Consulting Services)
Nolte & Associates, San Jose Regional Office, San Jose, California (primary classification: Consulting Services)
S. M. Stoller Corporation, Boulder, Colorado (primary classification: Engineering Services)
W. M. Lyles Co., Fresno, California (primary classification: Construction)
Water Environment Federation, Technical & Educational Services Department, Alexandria, Virginia (primary classification: Other Non-Manufacturing)

FABRICATED METAL PRODUCTS

AMP Incorporated, Harrisburg, Pennsylvania (primary classification: Electronic Equipment)
Bernard Welding Equipment Co., Beecher, Illinois (formerly listed as the Dover Corporation, Bernard Division)
Bloom Engineering Company Inc., Pittsburgh, Pennsylvania (also classified with Electrical Machinery, Other Durable Goods)
Duo-Fast Corporation, Franklin Park, Illinois
Imo Industries, Inc., Delaval Condenser Division, Florence, New Jersey
Inland Steel Company, East Chicago, Illinois (primary classification: Basic Metals)
Kason Merchandising Fixtures, Inc., Binghamton, New York
Liebert Corporation, Heat Transfer Division, Delaware, Ohio
Manning & Lewis Engineering Company, Union, New Jersey
Murry Onio Manufacturing Co., Lawrenceburg, Tennessee
Nordyne, St. Louis, Missouri
Otto H. York Company, Inc., Parsippany, New Jersey (primary classification: Other Durable Goods)
Peterson Manufacturing Company, Grandview, Missouri (primary classification: Transportation Equipment)
PMI Food Equipment Group, Troy, Ohio
Schramm, Inc., West Chester, Pennsylvania (primary classification: Non-Electric Machinery)
Schwinn Bicycle Company, Chicago, Illinois
Smith-Berger Marine, Inc., Seattle, Washington (primary classification: Non-Electrical Machinery)
The Timken Company, North Canton, Ohio (also classed with Basic Metals)
Torrington Company, Torrington, Connecticut

GAS UTILITIES

Battle Creek Gas Company, Battle Creek, Michigan
CNG Transmission Corporation, Clarksburg, West Virginia
St. Lawrence Gas Company, Inc., Massena, New York
Texas Gas Transmission Corporation, Owensboro, Kentucky
W. M. Lyles Co., Fresno, California (primary classification: Construction)
Washington Gas Light Company, Springfield, Virginia

OTHER DURABLE GOODS MANUFACTURERS

Bloom Engineering Company Inc., Pittsburgh, Pennsylvania (primary classification: Fabricated Metal Products)
Carbo Medics Inc., Austin, Texas
G.E. Nuclear Energy, San Jose, California (primary classification: Engineering Services)
Hecla Mining Company, Coeur d'Alene, Idaho
Lord Corporation, Erie, Pennsylvania
Martin Marietta Energy Systems, Inc., Oak Ridge, Tennessee
Otto H. York Company, Inc., Parsippany, New Jersey (also classed with Fabricated Metal Products)
Radiation Systems, Inc. SatCom Technologies Division, Duluth, Georgia
Riley Consolidated, Inc., Worchester, Massachusetts (also classed with Non-Electric Machinery)
Weyerhaeuser Research, Development & Engineering, Tacoma, Washington

OTHER NONDURABLE GOODS MANUFACTURERS

Bowater Incorporated, Southern Division, Calhoun, Tennessee
Burlington Industries, Inc., Greensboro, North Carolina
Colgate-Palmolive Company, Corporate Technology Group, Piscataway, New Jersey
Collins & Aikman Corporation, Charlotte, North Carolina
Consolidated Papers, Inc., Wisconsin Rapids, Wisconsin
First Brands Corporation, General Engineering Division, East Hartford, Connecticut (also classed with Consulting Services)
Haldor Topsoe Inc., Houston, Texas (also classified with Engineering Services)
Kimberly-Clark Corporation, Dallas, Texas

OTHER NON-MANUFACTURING (Business Services, Trade, Publishing, and Professional Organizations)

Allendale Mutual Insurance Company, Johnston, Rhode Island
American Society of Agricultural Engineers, St. Jospeh, Minnesota
American Water Works Service Co., Voorhees, New Jersey
American Welding Society, Miami, Florida
Arkwright Mutual Insurance Co., Waltham, Massachusetts
North Jersey District Water Supply Company, Wanaque, New Jersey (also classed with Local Government)
Penton Publishing, Inc., Welding Design & Fabrication, Cleveland, Ohio
Sentry Insurance Company, Stevens Point, Wisconsin
Water Environment Federation, Technical & Educational Services Department, Alexandria, Virginia (also classified with Environmental Services)

NON-ELECTRIC MACHINERY

Automatic Feed Company, Napoleon, Ohio
Crown Iron Works, Minneapolis, Minnesota (also classed with Engineering Services)
Goulds Pumps Inc., Seneca Falls, New York (five locations)
Imo Industries, DeLaval Turbine Division, Trenton, New Jersey
Ingersoll-Rand Construction Equipment, Portable Compressor Division, Mocksville, North Carolina
Manitowoc Company, Inc., Manitowoc, Wisconsin
Riley Consolidated, Inc., Worchester, Massachusetts (primary classification: Other Durable Goods)
Schramm, Inc., West Chester, Pennsylvania (also classed with Fabricated Metal Products)
Smith-Berger Marine, Inc., Seattle, Washington (also classed with Fabricated Metal Products)

PRECISION INSTRUMENTS

Burleigh Instruments, Inc., Fishers, New York (also classed with Electronic Equipment)
ISCO, Inc., Lincoln, Nebraska (primary classification: Electronic Equipment)
Litton Instruments & Life Support Division, Davenport, Iowa (primary classification: Aerospace)
Northrop Corporation, Electronic Systems Division, Rolling Meadows, Illinois (primary classification: Electronic Equipment)
Ocean & Atmospheric Science, Inc., Dobbs Ferry, New York (primary classification: Electronic Equipment)
S&C Electric Company, Chicago, Illinois (also classed with Electrical Machinery)
Teledyne Avionics, Charlottesville, Virginia (primary classification: Electronic Equipment)

PETROLEUM

Amerada Hess Corporation, U.S. Operations, New York, New York
ARCO Products Company, Los Angeles, California
Burk Royalty Co., Wichita Falls, Texas
Chevron Corporation, San Francisco, California (also classed with Chemicals)
Enron Liquid Fuels Company, Houston, Texas
Exxon Production Research Company, Houston, Texas (also classed with Research Organizations)
Exxon Research & Engineering Co., Florham Park, New Jersey (primary classification: Research Organizations)
MESA Operating Limited Partnership, Amarillo, Texas
Mobil Corporation, Fairfax, Virginia (also classed with Chemicals)
Oryx Energy Company, Dallas, Texas
Total Petroleum, Inc., Denver, Colorado

RESEARCH ORGANIZATIONS

Aerospace Corporation, Los Angeles, California (also classed with Consulting Services)
Associated Universities, Inc., National Radio Astronomy Observatory, Charlottesville, Virginia
AT&T Bell Laboratories, Short Hills, New Jersey
Autoresearch Labs, Inc., Chicago, Illinois

CQ Inc., Homer City, Pennsylvania (also classed with Engineering Services)
ElectroCom Gard Inc., Niles, Illinois (also classed with Consulting Services, Engineering Services)
ERIM (Environmental Research Institute of Michigan), Ann Arbor, Michigan
Exxon Production Research Company, Houston, Texas (primary classification: Petroleum)
Exxon Research & Engineering Co., Florham Park, New Jersey (also classed with Petroleum)
Fermi National Accelerator Laboratory, Batavia, Illinois
Foster-Miller, Inc., Waltham, Massachusetts (also classed with Consulting Services)
Institute for Defense Analyses, Alexandria, Virginia
Institute of Gas Technology, Chicago, Illinois
Lanxide Corporation, Newark, Delaware
Loral Defense Systems/Arizona, Litchfield Park, Arizona (also classed with Aerospace)
National Steel Corporation, R&D Group, Trenton, Michigan (primary classification: Basic Metals)
National Academy of Sciences, Transportation Research Board, Washington, D.C.
New Mexico Engineering Research Institute, University of New Mexico, Albuquerque, New Mexico
Ocean & Atmospheric Science, Inc., Dobbs Ferry, New York (primary classification: Electronic Equipment)
RAND Corporation, Santa Monica, California
Rocket Research Company, Redmond, Washington (primary classification: Aerospace)
Sandia National Laboratories, Albuquerque, New Mexico
Sandia National Laboratories, Livermore, California
Southwestern Bell Technology Resources, Inc., St. Louis, Missouri (primary classification: Communication Services)
Syracuse Research Corporation, Defense Electronics Engineering Division, Syracuse, New York (also classed with Electronics Equipment)
Systems Research Laboratories, Inc., Dayton, Ohio
Teledyne Brown Engineering, R&D Group, Huntsville, Alabama (also classed with Aerospace, Engineering Services)
University of Dayton Research Institute, Dayton, Ohio

TRANSPORTATION EQUIPMENT (Note: Aerospace establishments are also included in this sector)

Dana Corporation, Spicer Transmission Division, Toledo, Ohio
General Dynamics Corporation, Electric Boat Division, Groton, Connecticut (also classed with Engineering Services)
General Motors Corporation, Detroit, Michigan
Newport News Shipbuilding, Newport News, Virginia
Peterson Manufacturing Company, Grandview, Missouri (also classed with Chemicals, Fabricated Metal Products)
Sealed Power Corporation, Kent-Moore Group, Warren, Michigan

EMC
AAES

ENGINEERING MANPOWER COMMISSION
OF THE AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

ENTERING EMC's 5TH DECADE OF SERVICE TO ENGINEERING AND THE NATION

1111 19th Street, N.W., Suite 608
Washington, D.C. 20036-3690
(202) 296-2237

Richard A. Ellis
Director, Manpower Studies

Donald C. Brown, Chairman
Dr. Fred Beaufait, Vice Chairman
Dr. William M. Sangster, Vice Chairman

January, 1992

Dear Colleague:

The Engineering Manpower Commission is a non-profit organization in its 5th decade of service to the engineering community. Our compensation surveys have been used over the years as authoritative benchmarks for industry, government agencies, educational institutions, the press, engineering students and others. In the past seven years, our coverage has increased by more than 75 percent, to over 130,000 engineers in industry and over 8,000 in government. At the same time, the content of the survey has been expanded, and we have greatly accelerated production of the results.

Once again, we invite you to participate in this important project. Enclosed are the forms for the Engineering Manpower Commission's 26th survey of the salaries of engineers. Your participation is of great value both to industry and to engineers. As in the past, all participants will receive a **free** copy of the "Engineering Salaries - 1992" issue of the ***Engineering Manpower Bulletin***, a six-page publication containing tables, graphs and text reporting the general results of the survey. The *Bulletin* is normally sold for $14. Participants will also be entitled to a 40% discount in the prices of our detailed reports.

Please note: **The deadline for the survey is March 15, 1992.** Last year printed reports from this project on the salaries of almost 140,000 engineers were released in mid-July; with your help, we can provide the results for 1992 by the end of June.

The support we have received from engineering employers nationwide has been impressive. Thanks to organizations such as yours, the utility and popularity of the EMC surveys continues to grow. We hope that this year our results will include your input.

Best Regards,

RAEllis

R. A. Ellis, Director
Manpower Studies

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

PROFESSIONAL INCOME OF ENGINEERS - 1992

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

FORM A - to be used with Form B
Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information. If your organization employs no more than 50 engineers, you may elect to use the optional Form "C." Otherwise, complete this form and Form "B," as follows:

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

   A. Please give the name of your organization: ____________________

   B. Are you reporting for the **entire organization** or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization

   C. If the data you provide is for a division or other part of the organization, please enter division name: ____________________

   D. Is the ADDRESSEE'S name and title on the mailing label affixed below correct? (This person receives the survey forms and participant's bulletins.) If not, correct here: ____________________

   E. Enter ADDRESSEE'S phone number: ____________________

   F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
   ____

   G. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
   ____

2. EMC collects data on BASE SALARY ONLY. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1991? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

   A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ____________________

   B. Total number of NON-SUPERVISORY engineers reported on this Form A: ____________________

   C. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
   ____

   D. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees: ____________ . . . and the REASON for omission: ____________________

   E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
   Number for Primary Area: ____________ Number for Secondary Area: ____________ Number for Other Area: ____________
   IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ____________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ____________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
16 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
58 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ____________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify ____________

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ____________

ALL OTHERS:

96 Specify nature of organization: ____________

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM B. RETURN THE FORMS TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1992. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July 1992.

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest ENGINEERING degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — ***note that some brackets include a wider salary range than others.*** Separate sections of the form are set aside for each degree level — bachelor, master or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their ***year of graduation with bachelor's degree,*** to give a common base for comparison. If year of graduation cannot be given, report by age (average 1991 graduate is 23, etc.) Data for those graduating in the 1st quarter of 1992 should be combined with that for 1991 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1992.

NON-SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are NOT primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. ***Please include non-supervisory engineering graduates who are currently in non-technical positions.*** If any engineering graduates must be omitted, please describe on line 20 on the first page of this form. ***Do not report part-time employees.***

	ANNUAL SALARY		YEAR OF ENGINEERING BACCALAUREATE DEGREE (OR AGE)																	
	Employees Whose Highest ENGINEERING Degree is a Bachelor's		1991 (23)	1990 (24)	1989 (25)	1988 (26)	1987 (27)	1986 (28)	1985 (29)	1984 (30)	1983 (31)	1980-1982 (32-34)	1977-1979 (35-37)	1974-1976 (38-40)	1971-1973 (41-43)	1968-1970 (44-46)	1965-1967 (47-49)	1962-1964 (50-52)	1959-1961 (53-55)	UP TO 1958 (56+)
101	$125,000 & over																			
102	$100,000-124,999	$5,000 intervals																		
103	$95,000-99,999																			
104	$90,000-94,999																			
105	$85,000-89,999																			
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107	$76,000-79,999	$4,000 intervals																		
108	$72,000-75,999																			
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124	$26,000-27,999																			
125	$24,000-25,999																			
126	$22,000-23,999																			
127	Less than $22,000																			

Employees Whose Highest ENGINEERING Degree is a Master's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are reported in these parts of the form.

201	$125,000 & over																			
202	$100,000-124,999	$5,000 intervals																		
203	$95,000-99,999																			
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225	$24,000-25,999																			
226	$22,000-23,999																			
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Employees Whose Highest ENGINEERING Degree is a Doctor's. Group employees under year when B.S. DEGREE was obtained. If this date is unknown, group by employee's AGE.

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325	$24,000-25,999																			
326	$22,000-23,999																			
327	Less than $22,000																			

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

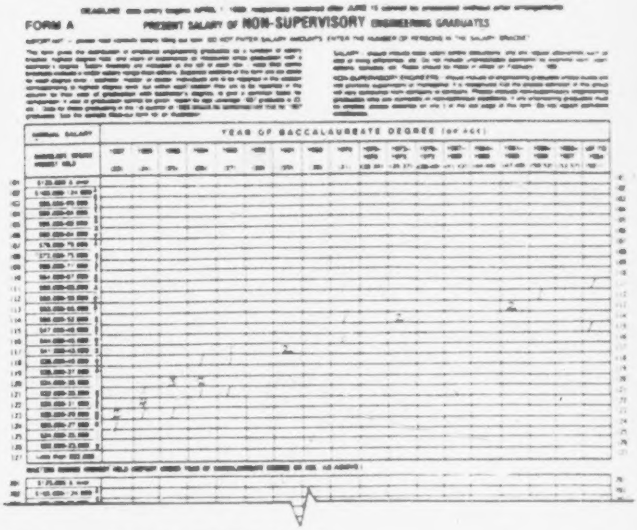
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2, #3B, AND #3D). See the sample of a completed Form A (top third only) at the right.

Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC strongly encourages its salary survey participants to respond by submitting machine-readable files. In 1991, data on over 65,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5 ¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). YOU MUST ALSO ENCLOSE A COMPLETED COPY OF PAGE 1 OF THE QUESTIONNAIRE (FORM C IS SUGGESTED), TO PROVIDE YOUR ORGANIZATION'S ID AND CLASSIFICATION DATA. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a carriage return/line feed combination—the "enter" or "return" key on most systems. Don't forget to use the "enter" or "return" after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier " 91EMCSAL."

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

PROFESSIONAL INCOME OF ENGINEERS - 1992

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

FORM B - to be used with Form A

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information. If your organization employs no more than 50 engineers, you may elect to use the optional Form "C." Otherwise, complete form A, then complete this form. NOTE: Items 2, 3B and 3D require SEPARATE answers on BOTH forms. If you have answered all other questions on Form A, you need not repeat that information here.

1. IDENTIFICATION DATA. Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

A. Please give the name of your organization: ____________________

B. Are you reporting for the **entire organization** or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization

C. If the data you provide is for a division or other part of the organization, please enter division name: ____________________

D. Is the ADDRESSEE'S name and title on the mailing label affixed below correct? (This person receives the survey forms and participant's bulletins.) If not, correct here: ____________________ ____________________

E. Enter ADDRESSEE'S phone number: ____________________

F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
____

G. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
____

2. EMC collects data on BASE SALARY ONLY. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1991? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": __________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: __________

B. Total number of SUPERVISORY engineers reported on this Form B: __________

C. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
____

D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
__________ and the REASON for omission: ____________________

E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
Number for Primary Area: __________ Number for Secondary Area: __________ Number for Other Area: __________
IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ____________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
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11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
28 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): __________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: __________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify __________

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: __________

ALL OTHERS:

98 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM A. RETURN THE FORMS TO:

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A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1992. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July 1992.

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience brackets. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest ENGINEERING degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — *note that some brackets include a wider salary range than others.* Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their *year of graduation with bachelor's degree*, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1991 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1992 should be combined with that for 1991 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1992.

SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. *Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.* If any must be omitted, please describe them on line 30 of the first page of this form. *Do not report part-time employees.*

	ANNUAL SALARY		YEAR OF ENGINEERING BACCALAUREATE DEGREE (OR AGE)																		
	Employees Whose Highest ENGINEERING Degree is a Bachelor's		1991 (23)	1990 (24)	1989 (25)	1988 (26)	1987 (27)	1986 (28)	1985 (29)	1984 (30)	1983 (31)	1980-1982 (32-34)	1977-1979 (35-37)	1974-1976 (38-40)	1971-1973 (41-43)	1968-1970 (44-46)	1965-1967 (47-49)	1962-1964 (50-52)	1959-1961 (53-55)	UP TO 1958 (56+)
101	$125,000 & over																			
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126	$22,000-23,999																			
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BEST AVAILABLE COPY

GENERAL INSTRUCTIONS:

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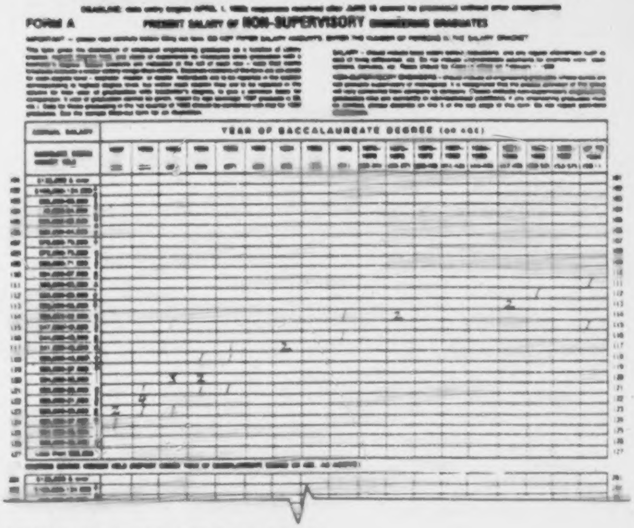
Whatever approach you use, check your responses carefully before returning them to EMC. EMC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

NON-SUPERVISORY

YEAR OF BACCALAUREATE DEGREE (OR AGE)

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EMC strongly encourages its salary survey participants to respond by submitting machine-readable files. In 1991, data on over 65,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5 ¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). YOU MUST ALSO ENCLOSE A COMPLETED COPY OF PAGE 1 OF THE QUESTIONNAIRE (FORM C IS SUGGESTED), TO PROVIDE YOUR ORGANIZATION'S ID AND CLASSIFICATION DATA. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a carriage return/line feed combination—the "enter" or "return" key on most systems. Don't forget to use the "enter" or "return" after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier " 91EMCSAL."

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

PROFESSIONAL INCOME OF ENGINEERS - 1992

A Survey Conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DEADLINE:
MARCH 15, 1992
DATA ENTRY BEGINS FEB. 1
YOUR PROMPT RESPONSE
WILL HELP US RELEASE
THE RESULTS BY JULY 1992

FORM C - Optional Short Form, used in place of both Forms A and B

For organizations with no more than 50 engineers, including both supervisors and non-supervisors

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information.

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EMC.

A. Please give the name of your organization:

B. Are you reporting for the ENTIRE ORGANIZATION or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization

C. If the data you provide is for a division or other part of the organization, please enter division name: ______________________

D. Is the ADDRESSEE'S name and title on the mailing label affixed below correct? (This person receives the survey forms and participant's bulletins.) If not, correct here: ______________________

E. Enter ADDRESSEE'S phone number: ______________________

F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
____

G. If there are errors in the ADDRESS — street, mail stop, city, state, zip code, etc. — please enter corrections here:
____

2. EMC collects data on BASE SALARY ONLY:

A. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1991? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ______________

B. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in 1991? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ______________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ______________

B. List the States in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences:
____

C. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
______________ . . . and the REASON for omission: ______________________

D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
______________ . . . and the REASON for omission: ______________________

E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe the organization (see below for categories):
Number for Primary Area: ______________ Number for Secondary Area: ______________ Number for Other Area: ______________
IN ADDITION, please specify nature of organization in more detail, if appropriate (e.g., "Environmental Consulting" or "Optical Instrument Manufacturer") ______________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
35 Business Machines
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ______________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
52 Food products Products, Fabricated
38 Shipbuilding
54 Textile Products

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ______________
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing: Specify ______________

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ______________

ALL OTHERS:

98 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
RETURN THE FORM TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.

DEADLINE: MARCH 15, 1992. Data entry begins FEBRUARY 1. Your prompt response will help us release the results by July, 1992.

FORM C

PRESENT SALARY OF ENGINEERING GRADUATES

Optional Short Form for UP TO 50 supervisors and/or non-supervisors

IMPORTANT — please read carefully before filling out form.

This form replaces EMC'S traditional matrix style instruments, which allow entry of data for large engineering staffs of up to several thousand persons, in order to provide a simpler data entry form for small organizations. Simply complete one line of the form for each engineer to be reported.

ALL indicated data is needed. NO other data is needed. Please DO NOT WRITE NAMES ON THESE FORMS.

SUPERVISORS include all engineering graduates whose duties are primarily supervisory or managerial. Other engineers are NON-SUPERVISORS. It is recognized that the precise definition of these terms will vary somewhat from company to company. Please include engineering graduates who are currently in general management or non-technical positions. If any engineering graduates must be omitted, please describe on page 1 of this form. DO NOT REPORT PART-TIME EMPLOYEES. Only "S" or "N" should appear in the first column of the form.

EMC measures experience as the number of years since receiving the bachelor's degree. If that date is not available, age is used to estimate it. If you can provide both the year and age data, EMC will use this information to improve its estimation procedures. Either data element will suffice, however.

ANNUAL SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Rates should be those in effect on February 1, 1992.

If you use this form, your copies of Forms A and B may be discarded. PLEASE do not use this form to report more than 50 engineers. Make up a disk-based response instead (the format is virtually identical), or use Forms A and B.

	Supervisor (S) or Non-supervisor (N)? Enter S or N	Highest ENGINEERING Degree Held B = Bachelor, M = Master, P = Ph.D Enter B, M, or P	Year graduated with BACHELOR's degree in ENGINEERING Enter YEAR	Age as of Feb. 1, 1992 Enter AGE	Annual Salary as of Feb. 1, 1992 Enter ANNUAL SALARY
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GENERAL INSTRUCTIONS:

There are three possible ways to respond:

1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EMC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EMC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2, #3B, AND #3D). See the sample of a completed Form A (top third only) at the right.

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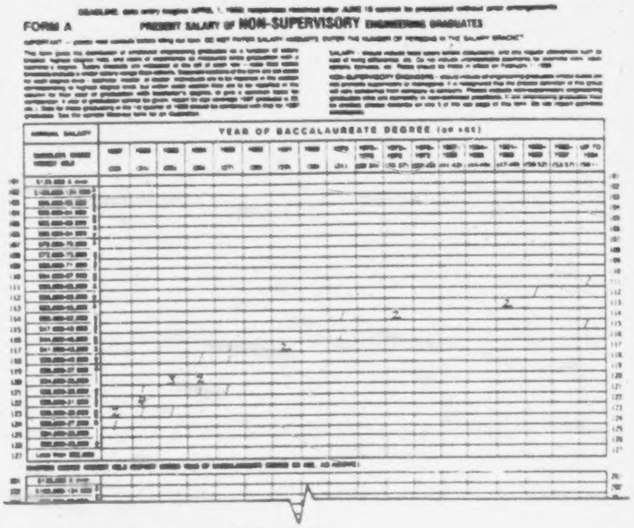
Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

YEAR OF BACCALAUREATE DEGREE (OR AGE)

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- Character 07: always a comma.
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- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

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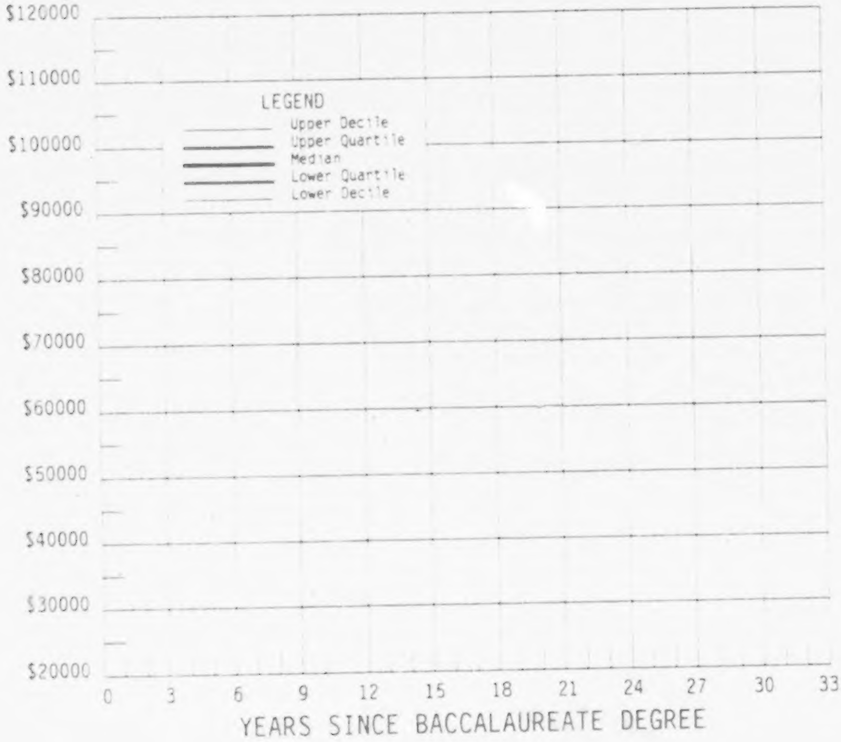
4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier " 91EMCSAL."

SALARY CURVES FOR ENGINEERS



CURRENT ENGINEERING MANPOWER COMMISSION PUBLICATIONS

Custom runs of degree, enrollment or salary data are possible; call us for details. Our machine-readable products are provided on IBM-standard 5¼" or 3½" floppy disks and include most, not but all, of the details available in EMC's printed reports; in the case of the enrollment disks, data is also provided that is not included in the printed materials. For more information, contact the AAES Manpower Studies Department.

ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT 1992 (published July 1992)

A detailed breakdown of engineering salaries according to type of industry, geographic regions, company size, employee experience, highest degree held, and supervisory status. Tables and graphs depict salaries in medians, quartiles, deciles and means. member price: $169.00 non-member price: $287.50

PROFESSIONAL INCOME OF ENGINEERS 1992 (published July, 1992)

An abridged version of the Special Industry Report. Details for salary differences by highest degree held are not included; tabulations are added on engineering compensation in local, state and federal government agencies.
member price: $70.00 non-member price: $115.00

SALARIES OF ENGINEERS IN EDUCATION 1992 (published July, 1992)

Median, quartile, decile and mean salaries across 18 experience brackets for engineering faculty, by academic rank, contract types, and type of institution. member price: $70.00 non-member price: $112.00

ENGINEERING AND TECHNOLOGY ENROLLMENTS, FALL 1991 (published April, 1992)

An overview of the enrollment of students in engineering and engineering technology programs throughout the nation. Details by fields of study for specific schools and states, with added tabulations for women, minorities, and foreign nationals.
member price: $120.00 non-member price: $195.00
Machine-readable data files for Lotus 1-2-3: member price: $595.00 non-member price: $795.00

ENGINEERING AND TECHNOLOGY DEGREES, 1991 (published December, 1991)

A comprehensive report on recent engineering and engineering technology degrees that provides general statistics for schools and states on degrees in 40 engineering and technology disciplines, data for awards to women, minorities, and foreign nationals, and detailed data for specific curricula.
member price: $140.00 non-member price: $230.00
Machine-readable data files for Lotus 1-2-3: member price: $595.00 non-member price: $795.00

ENGINEERING MANPOWER BULLETINS (eight issues throughout the calendar year)

Concise, timely information on trends in engineering salaries, enrollments, degrees, women and minorities in engineering, other topics.
Full subscription year: member price: $69.00 non-member price: $117.00
Single copies: member price: $9.00 non-member price: $14.00

NOTE: Back issues of the *Engineering Manpower Bulletin* and most of EMC's printed reports are available.

TO ORDER:

Member prices are available to members of AAES member societies, employees of Industry Affiliates, and educational institutions or firms that have participated in the study to be purchased. Special prices are available to employees of EMC Sustaining Associates and their subsidiaries, and employees of EMC Academic Associates. Please include society affiliation and membership number, Industry Affiliate, EMC Sustaining Associate, EMC Academic Associate, or survey participant information with your order, if applicable. First class postage (U.S. domestic) is included in the purchase price. Foreign orders add 10%; check must be payable in U.S. funds. Institutional purchase orders are accepted, as are Visa and MasterCard charges (include account number, expiration date and signature). Orders charged to Visa and MasterCard accounts may be placed directly by phone (U.S. only) at 1-800-658-8897. Mail orders should be directed to the AAES Publications Department, Suite-608, 1111 19th St. N.W., Washington, D.C. 20036-3690.

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